









# NAVAL POSTGRADUATE SCHOOL

## Monterey, California



# THESIS

AN ANALYSIS OF THE EFFECT OF PERSONNEL  
TURBULENCE ON THE PERFORMANCE OF  
OPERATIONAL UNITS

by

Wayne Ronald Reeves

December 1982

Thesis Advisor:

Richard S. Elster

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An Analysis of the Effect of Personnel Turbulence  
on the Performance of Operational Units

by

Wayne Ronald Reeves  
Lieutenant Commander, United States Navy  
B.S., Monmouth College, 1971

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requirements for the degree of

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## ABSTRACT

The purpose of this thesis is to analyze the effect of personnel turnover on the performance of operational Navy units. The Survival Tracking File developed by NPRDC is utilized to determine the rate of turnover aboard a sample of 40 ships. Descriptive data such as length-of-service, years of education, age, etc., are selected to provide demographic information for the people involved in the turnover. Summary CASREP maintenance data were converted to total maintenance downtime per quarter for each unit and used as the measure of ship performance. The relationship between downtime and turnover was examined at the global or aggregate level and at the individual ship level. The data were unable to support any correlation between turnover and ship performance at either level. In addition no relationship was found within classes of ships when grouped by age, type, or size. Descriptive demographic statistics, relative to the personnel involved in the turnover, are provided.



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## I. INTRODUCTION

### A. PROBLEM

The purpose of this thesis is to examine the relationship between personnel turnover/turbulence and unit performance. The emphasis is not on the cause of the turbulence/turnover, but rather the effect on the unit, and what relationships may exist between the personal characteristics of the individuals involved and the organization's productivity.

Currently, turnover/turbulence receives an enormous amount of attention by personnel of all echelons within the Navy. The individual sailor who actually bears the burden is acutely aware of the effects on him, his family and his career. It is extremely difficult for him to own a home or establish any family stability. Unit commanding officers are deeply involved in the detailing process, attempting to insure they can meet their operational missions, while getting the "right man" in the "right job." Fleet Commanders must insure that today's scarce personnel resources are effectively managed throughout their commands. Lastly, the Navy must recruit enough personnel to meet the shortfalls in endstrengths created by a decrease or growth in the number of personnel, and must demand proper management of these personnel to maintain the desired skill/age mix.



The operational unit is the key to the accomplishment of the Navy's mission. Too much personnel turnover has the potential to affect a unit's performance as experienced sailors are replaced with new personnel. The increased demand for training combined with the influx of new personnel may result in the degradation of the unit's ability to perform its mission. Just how much turnover affects a unit's performance has yet to be quantified.

This raises the issue of an adequate measure of effectiveness. Without a measure, many of today's current policies can neither be analyzed nor be effectively designed. This is an issue that must be resolved by the upper levels of Naval management. Assuming an adequate measure of operational effectiveness exists, it seems theoretically possible to use it in the analysis of the effects of personnel turnover/turbulence. From this analysis, current and/or future policy can be judged, and models generated with which a unit's "behavior" could be predicted given different personnel policies.

## B. BACKGROUND

As a manager, every officer is faced with accomplishing assigned tasks in spite of the personnel turbulence his part of the unit experiences. For the purposes of this thesis, personnel turbulence is hypothesized to influence the performance or output of individual members of a work group



or unit. Turbulence is defined to include those factors internal and external to both the individual and the organization that affect performance. Inherent within turbulence are events such as changes in type of work, work responsibilities, living conditions, work hours and conditions and place of residence. Table I contains an expanded listing of potentially significant factors or "life changes," all of which have been shown to affect an individual's performance.

Dr. Robert Alkov, (Alkov, 1975), working for the Naval Safety Center, examined the relationships between life changes, accident behavior, and performance. The majority of accident behavior can be explained by personal stress, produced either internally or externally to the individual. Dr. Alkov examined potentially stressful life events, demonstrated by Dr. Thomas H. Holmes to be correlated with illnesses, and attempted to apply them to accident behavior. The events were ranked and arbitrarily weighted relative to the amount of adaptive or coping behavior required by an individual: the greater amount of coping behavior required, the more significant the impact on the person's performance. The rankings and weights are also shown in Table I. Dr. Alkov concluded that combinations of life change events can create enough stress so as to adversely affect an individual's performance.

Personnel turnover is the most significant factor of turbulence within a unit. Turnover is the flow of personnel into and out of an organization. Implicit in turnover is



TABLE I

LISTING OF SIGNIFICANT LIFE CHANGE EVENTS  
AND THEIR MEAN WEIGHTS

RANK	LIFE EVENT	MEAN VALUE
1	Death of spouse	100
2	Divorce	73
3	Marital status	65
4	Jail term	63
5	Death of close family member	63
6	Personal injury or illness	53
7	Marriage	50
8	Fired at work	47
9	Marital reconciliation	45
10	Retirement	45
11	Changes in family member's health	44
12	Pregnancy	40
13	Sex difficulties	39
14	Gain of new family member	39
15	Business readjustment	39
16	Change in financial state	38
17	Death of close friend	36
18	Change to different line of work	36
19	Change in no. arguments with spouse	35
20	Mortgage over \$10,000	31
21	Foreclosure of mortgage or loan	30
22	Change in work responsibilities	29
23	Son or daughter leaving home	29
24	Trouble with in-laws	28
25	Outstanding personal achievement	28
26	Wife begins or stops work	26
27	Begin or end school	26
28	Change in living conditions	25
29	Revision of personal habits	24
30	Trouble with boss	23
31	Change in work hours, conditions	20
32	Change in residence	20
33	Change in schools	20
34	Change in recreation	19
35	Change in church activities	19
36	Change in social activities	18
37	Mortgage or loan under \$10,000	17
38	Change in sleeping habits	16
39	Change in no. of family get-togethers	15
40	Change in eating habits	15
41	Vacation	13
42	Christmas	12
43	Minor violation of the law	11

Note: The mean values are the weights of the relative amount of coping behavior required by the individual.





the creation of many of the "life changes" listed in Table I as personnel are assigned new tasks or work schedules to facilitate the arrival of new personnel and the departure of the "old salts."

As discussed above there is an empirical relationship between personnel turnover and turbulence and organizational performance or productivity. James Amendiola (1981) examined personnel turbulence relative to its effect on the management of an Army training program. Defining turbulence as job changes within the unit and then analyzing different unit history files, he was able to establish from the data a two to one ratio between turbulence and the rate of personnel turnover experienced. This ratio was shown to be positively correlated to the output (training accomplished) of the units. In another study, Victor Kendall (1978) in examining the utilization of air weapons controllers, observed that unit readiness was inversely related to the amount of personnel turbulence the unit experienced. Although recognizing the problem, he was unable to measure the relationship.

It is important to note that possibly not all aspects of personnel turbulence are negative. The very nature of the Navy's manpower system insures that there will be continual personnel movement. Yet the Navy still manages to meet its mission objectives and get the job done. Also, because of turbulence, the Navy is not a stagnant organization. It is continually exposed to new concepts associated with the



influx of new personnel and remains flexible and adaptable to the new directions these ideas foster.

Binkin and Kyriakopoulos(1979) discuss turnover in regards to military manning. They highlight the social arguments that "large personnel turnover characterizes a youthful military force." They examine the transition of the military occupational structure from low skilled mostly "physical" jobs to jobs requiring highly skilled specialists, questioning the relationship among age, experience and productivity.

"... the military's preoccupation with youthfulness at the expense of experience may not be providing the nation with the most effective armed forces possible at current budgetary levels."

The issue, therefore, is not personnel turnover/turbulence itself, but rather the effect turbulence has on the unit's ability to accomplish its mission.

Much of the literature written to date asserts that an effective unit is one that can accomplish its given mission. There are various administrative attempts to measure unit effectiveness utilized throughout the fleet, i.e., Operational Readiness Inspections (ORI); Administrative, Material and Training Inspections (ADMAT); Navy Technical Proficiency Inspections (NTPI); Propulsion Examining Board (PEB) inspections; and Command Inspections (CI), to name a few of the major ones. All of these measures, although attempting to measure specific quantifiable items, result in a rather subjective "feeling" for the unit's effectiveness or operational readiness.



Perhaps a better measure of a unit's effectiveness would be the productivity of its work force. If we had a measure of the productivity of human capital we could begin to make some estimates and decisions relative to the optimal mix of men and machines, number/types of ships, proper balance of the rates, etc.. Again, however, there exists the problem of defining unit productivity and arriving at an appropriate measurement criterion. Stanley A. Horowitz and Allan Sherman of the Center for Naval Analyses address these problems in their study "A Direct Measure of the Relationship Between Human Capital and Productivity."

Rather than use earnings as an indirect measure of productivity they examined the personal characteristics of the unit's workforce. Since the Navy is under a Congressionally mandated pay system which effectively eliminates any tangible relationship to productivity, they tried to associate "output at the work group level with the characteristics of the people in the group." They decided to utilize the Navy's maintenance casualty reporting system in selected subsystems of Navy ships and to use this as an indication of the production of output. They viewed keeping a ship in good operational condition as a production process with men as one of the inputs. The measure of downtime is the "number of casualties a ship has had multiplied by the average time it took to fix them," and the reduction of downtime implies an increase in productivity. From their analysis they concluded that the general condition of the





selected shipboard subsystems was affected by the experience and paygrade of the personnel maintaining them and the age of the equipment.

Alan Marcus (1982) repeated much of Horowitz and Sherman's work utilizing Navy aviation squadron performance as his measure of productivity. He found that crew characteristics were related to performance and utilized general production function forms to analyze the relative productivity and substitutability of personnel. The results of his efforts support the conclusions of Horowitz and Sherman that productivity is significantly affected by the experience and paygrade of the workforce.

Personnel turnover/turbulence is also a factor in the performance of civilian corporations. For the civilian manager, the issue is one of finding and keeping good personnel. The ability to set work hours, alter work conditions, set pay scales, etc., are some of the tools the organization has available to control personnel turnover. There is a considerable body of literature dealing with why personnel leave their jobs, focusing on personnel turnover as a process and attempting prediction of employee performance based on selected individual variables. Swenson (1982), discusses the different theories in light of their usefulness in analysis of the impact various recruiting sources have on the future outcomes of an individual's performance, and he observes that the models can be seen to be essentially extensions of the March and Simon 1958 ease-of-movement model. Thomas Fogec developed formulas



to predict employee performance utilizing the variables of age, length of service, education, sex, and race. He found that variables that affected the "maturing" process of the individual contributed most significantly to success on the job (Fogec, 1976).

These issues relate to attrition and retention within the military system, issues that continue to receive an enormous amount of research effort. Turnover/turbulence problems associated with retention and attrition are compounded by the sea/shore rotation policy and current retirement system. The ability/requirement to retire at 20 years of service may keep the military young and dynamic, but it also creates a large drain of experienced personnel who could still be productive. Most of the research, whether oriented to the military system or civilian organizations, has focused on the individual and the variables that affect the career decisions made. Very little research has focused on the impact on organizational productivity resulting from turnover and turbulence, nor on the demographics of the personnel involved.

### C. PURPOSE

The objectives of this thesis are to:

1. explore any relationship that may exist between turnover and some measure of productivity, and if a relationship is found to exist, examine relationships between productivity and the personnel involved in the turnover;



2. examine the amount of turnover a unit experiences over time; and
3. examine some biographic and demographic information from those personnel involved in the turnover.

The study will examine operational Naval ships and their assigned personnel from the first quarter of fiscal year 1978 to the second quarter of fiscal year 1982. Only information relative to the flow of personnel into or out of a given unit will be analyzed with the assumption that the rate of personnel turnover is directly associated with a units internal turbulence.



## II. DATA

### A. DATA BASES

Three data bases were utilized in this effort. The first was a Ship Class Unit Identification Code File (SCUIC) initially prepared by Carl G. Carlson of the Naval Postgraduate School in 1981. The data base was constructed by Carlson to facilitate his analysis of first-term enlisted attrition from the Navy (Carlson, 1981). The data are arranged by unit identification code or UIC for each ship in the Navy. Along with the UIC, the ships are identified by hull number, name and homeport location. Additionally, data regarding type activity, ship type, class, subclass, size (based on personnel), age (relative to date of commissioning), type of engineering plant, nuclear capable status, and homeport location are included. A complete description of the data found in the ship data bank can be found in Appendix A.

The second data bank utilized was the Enlisted Survival Tracking File (STF) developed by the Navy Personnel Research and Development Center, and NMPC-164 (then Pers 35-b). The STF is a longitudinal data base of all Navy enlisted personnel since the fourth quarter of 1977. Data are extracted from the end-of-quarter Enlisted Master Record (EMR) for inclusion in the STF. The STF is a sequence of records that represent an individual's history in quarterly intervals. A complete





listing of the data elements found in the STF can be found in Appendix B.

The third data base utilized was an extract from the Consolidated Casualty Reporting System (CASREP). A statistical summary report was provided by the Navy Ships Parts Control Center (SPCC), Mechanicsburg, PA. The CASREP system is designed to provide timely reporting of equipment failures and the effect of these failures on the capability of the unit to perform its assigned missions. One of the products of the system is the computation of downtime hours. Downtime is computed for corrected casualties as follows:

Supply - the number of hours the equipment was down while awaiting parts.

Maintenance - the number of hours the equipment was was down due solely to maintenance. The assumption is that time not awaiting parts is spent on maintenance.

Total - the total number of hours the equipment was inoperative. Total downtime equals supply hours plus maintenance hours. If this total is less than twenty-four hours it is reported as 0.

The summary report number 4400.28-126 was provided for the fiscal year 1980 to second quarter 1982. A quarterly maintenance downtime data base was created by subtracting downtime awaiting parts (DWP) from total corrected downtime. A complete description of this data base can be found in Appendix C.



## B. DATA SELECTION: SHIP

The Ship Class Unit Identification Code (SCUIC) file developed by Carlson was utilized to select ships for study in this effort. In order to gain an appreciation in specific as well as broad terms, it was decided to examine representatives from each major ship class. Additionally, it was decided to examine representative ships categorized according to their crew complement into small, medium, large, extra large, and according to their age. For a class of ship to be considered for analysis, there had to be sufficient inventory of ships in the class to have homeports on the east and west coast, as a minimum. Representative ships from each class were selected by random utilizing a random-number generator.

The ships were then categorized as discussed above, and additional ships were selected at random to represent homeports, either east or west coasts, Hawaii, or overseas, for each subcategory. This selection process resulted in 44 ships of interest, which are listed in Appendix D. These 44 ships were checked to insure that all were active during the period of this study. The UIC's of these ships were used to select individuals from the STF.

## C. DATA SELECTION: PERSONNEL

The STF file currently consists of over eight million records, which creates a significant data processing problem. To alleviate this problem, and to subset the STF into files



that were more manageable, two Fortran programs were created. The first is based on a program developed by Carlson (1981). The purpose of the program is to determine when an individual reports to or leaves from a ship of interest, and, in order to determine turnover rates, the program selects all individuals who were attached to the ship. In cross-checking the outputs of this program, it was discovered that the STF contains a significant number of typographical errors in the current onboard UIC. The most common error found was a 9 in the first digit of the current onboard UIC. UIC's beginning with nines are allocated to miscellaneous support groups such as civilian contractors, supply processing points, etc., locations normally not manned with enlisted personnel. Further examination revealed that if a nine was found in the first digit of the UIC the last four digits usually matched the last four digits of the UIC either preceding or following it, indicating a typographical error and not a change in the UIC. Additionally, the past actual UIC field did not change appropriately, which indicates that the nine was in fact an error. Therefore, a subroutine was added to the program to eliminate this particular inconsistency.

The program operates in the following manner:

The information from the SCUIC file for the 44 ships of interest is read into a matrix called 'UIC.' The first record from the STF is read into a vector 'A' to be utilized in determining when an individual's record ends. The assumption



is made that, a change in the social security account number (SSAN) indicates the beginning of a new person's record. The record reading subroutine (RDREC) is then entered with a vector 'A' containing the first record. The subroutine reads in a record and compares the SSAN with the SSAN in vector 'A'. If they match, the record is put into a matrix 'B' which will contain all of the records for the individual. This process continues until the SSAN's don't match at which time the new SSAN and record are put into the vector 'A'. The program returns from the subroutine with the individual's entire STF file in matrix 'B', the number of records of the individual (rows of 'B'), and the first record of the next person in vector 'A'.

The next operation performed is to test the present onboard UIC's for the typographical errors discussed above. This is necessary because of the method of selection discussed below. This test only examines the UIC variable for a nine in the first digit. If a nine is located as the first digit, the last four digits are compared with those in the UIC that immediately proceeds or follows. If a match is found, the UIC with the nine is changed to match. This process is repeated for every record in matrix 'B', thereby returning a "corrected" matrix 'B' to the main program.

Matrix 'B' next enters a subroutine that creates a subfile of all personnel attached to any ship of interest. The onboard UIC of each record is compared to the UIC's of







all 44 ships. If a match is found, the information from the record, combined with the information from the ship, is merged and written in a subfile called SHIPSRTA.DATA.

Matrix 'B' is returned to the main program and is sent to the subroutine called OUTPUT. This subroutine examines the onboard UIC's contained in matrix 'B', searching for changes. Since the STF is updated on a quarterly basis and a new line is prepared when a STF variable changes, the line containing a different UIC from the preceding one must have information relative to the individual when he/she reported to the new unit. Therefore, in order to examine this information each record where a UIC changes is written into a new matrix 'C'. The search for changes continues for all records contained in matrix 'B'. After all of matrix 'B' is examined, matrix 'C' contains only those records where the UIC changed. Matrix 'C' is then compared with the ships of interest to determine whether or not any of the ships were involved. If a match is found, that record is merged with the SCUIC file and written to create a data set named REPORTED.DATA. Table II shows the variables of interest that were identified from the STF for use in this research project.

The STF is so large that many data fields are missing or contain errors. Another significant problem occurs with the past actual UIC data element. The file is constructed such that this element should reflect the last UIC the individual was attached to prior to assignment to the UIC reflected in



TABLE II  
VARIABLES EXTRACTED FROM STF

DATA ELEMENT	LENGTH
Social Security Number	9
As-of-Date Fiscal Year	2
As-of-Date Quarter	1
As-of-Date Count	2
Sex	1
Race	1
Ethnic Group	1
Date of Birth	4
Armed Forces Qualification Test	4
Education Years	2
Present Rate Code	4
Present Pay Grade	1
ADSD	4
Onboard Actual UIC	5
Past Actual UIC	5

the current actual UIC element. However, whenever the individual involved deserts or is hospitalized, the UIC elements do not keep track of all the person's movement. It is suspected that this is due to the nature of the original data source, the quarterly EMR. The changes in UIC's may be reflected in the EMR, but only the last transaction will be reflected in the quarterly report and subsequently the STF. There were enough cases where this problem occurred that the print format creating DEPARTED.DATA was modified to reflect the UIC that the individual should have left. This was possible due to the construction of matrix 'C' in the output subroutine. This matrix contains all records where a change in the UIC was found. Since the file is processed sequentially in time, the first record in matrix 'C' that matches the UIC



of ships of interest must reflect when the individual reported to the ship. Likewise, the very next record must reflect the information when the individual left the ship, regardless of what UIC is in the field. The format statement merging the STF and SCUIC files places the UIC from SCUIC in the data field of past actual UIC instead of the data from the STF. This insures that personnel data of those leaving ships can be analyzed correctly. This process is repeated for the entire STF resulting in three data sets: REPORTED.DATA, DEPARTED.DATA, and SHIPSTRA.DATA. A listing of the elements contained in these data sets is contained in Appendix E, and a program listing is provided in Appendix F.

The STF contains a significant amount of useful information. The Fortran program described above will allow the extraction of that information with a minimum of modification. The merging of selected variables with other types of data, i.e., Ship Class Unit Identification Code file, is easily handled by the formatting contained within the program. It is recommended, however, because of the large number of potential "errors" contained in the STF, that a software package that is tolerant of alphanumerics be utilized for the analysis, i.e., the Statistical Analysis System (SAS).

A second Fortran program was developed to convert the data contained in the SHIPSRTA.DATA subfile into records with discrete fiscal year and quarter information. This was necessary to enable time-line analysis of the personnel data



relative to the given ships of interest. The STF is constructed such that any change in a data element results in the addition of a new record. If no data elements change, the count variable is indexed to indicate the number of quarters for which that particular record is valid. For example, 7745, representing fiscal year 1977, fourth quarter and count equal to 5, is interpreted to mean that the data contained in that record is valid for 5 quarters, beginning at the fiscal year and quarter indicated. In this example the data are valid for 4th quarter, fiscal year 1977, and quarters 1 through 4 of fiscal year 1978. The Fortran program performs in the following manner:

A record is read, and if the variable count is equal to one, the entire record is written to the new data subfile named SHIPSRTA.QUARTER.DATA. If the count is greater than one, a loop is entered that is repeated a number of times equal to the count. While in this loop the record is converted to discrete fiscal year and quarters and written to the SHIPSRTA.QUARTER.DATA.

An individual's length of service (LOS) and age were felt to be major factors relative to the impact he/she had on the effects of personnel turbulence. The STF only contained information concerning the individual's birth data (year and month) and active duty start date (ADSD). Gardner (1980) developed the algorithm used by this program to convert birthdate and active duty start date to age and LOS in months. Appendix G contains the listing for this program.







#### D. CONSTRAINTS

The major constraint of this effort has been the STF data. Because of the size of the file, careful consideration must be given to the capabilities of the computer system used to process the data. For example, the storage required to establish an SAS system file of REPORTED.DATA and DEPARTED.DATA was in excess of 160 cylinders, where each cylinder hold 19 tracks or 3064 images. Additionally, the problems discussed above, i.e., typographical errors and ommissions, limited data elements available for use as selection criteria. The data elements and codes contained in the STF are based upon standard Navy reporting systems, but many require special manipulation to be useful in this type of research.



### III. ANALYSIS

#### A. MODEL

To place the preceding discussion into a conceptual framework the relationships displayed in Figures 1 and 2 were developed.

Figure 1 displays the hypothetical relationship of downtime to personnel and equipment. Although somewhat self-evident, it is provided to support the model contained in Figure 2. Turnover, operational cycle and size are considered to be aspects of the personnel variable and ship class, size, and subclass define aspects of the equipment variable.

Figure 2 describes the hypothesized functional relationship of downtime with the unit's operational cycle (OPCYCLE), size, rate of turnover, age and class. The interaction shown between OPCYCLE and turnover is provided to indicate the relationship of turnover to the ship's operational cycle. For example, it is common practice for a ship to detach personnel with less than three months remaining until their projected rotation date (PRD), prior to deployment. Likewise there is a concurrent influx of personnel to fill the billets created by these early detachments. It could be argued that turnover could be used as a surrogate indicator of the ship's operational cycle; however, its usefulness is marginal. The intensity of operations, i.e., mission performed, hours underway,



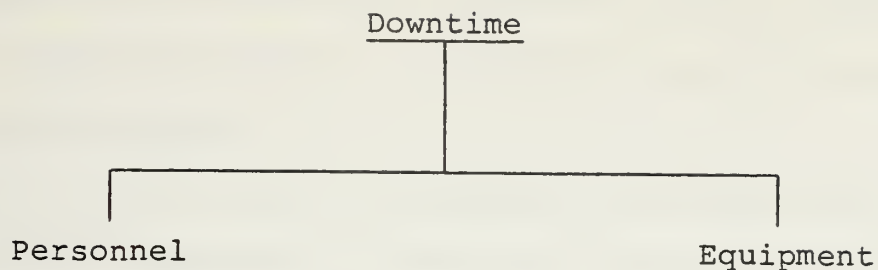


Figure 1. Model of Relationship Between Downtime and Personnel/Equipment

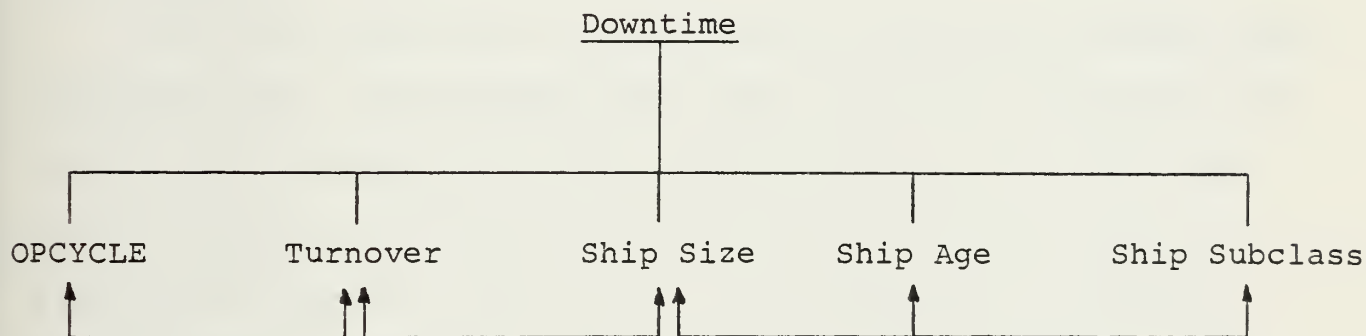


Figure 2. Model of Hypothesized Functional Relationships



etc., would not be described, and there would be inherent time lead/lag problems relative to the ship's preparation and stand-down from deployment.

The interaction depicted between ship class, age, and size describes the dependence of the ship's age and size on class. If one knows the subclass of the unit, the approximate type, size and age are also known. For example, given that the ship is a Midway-class carrier implies that the ship type is carrier, size is extra large in terms of personnel, and the ship probably was constructed in the 1940's. However, given that the ship was a Nimitz-class carrier would imply the same type and size information, but that the ship was constructed in the 1970's.

## B. ANALYSIS

The three data sets created from the STF file, SHIPSRTA.DATA, REPORTED.DATA, and DEPARTED.DATA were utilized to determine the amount of turnover, by fiscal year and quarter, for each ship of the sample. As defined earlier, turnover is the flow of personnel through a given unit. It is important to realize that different measures can be applied to this concept. For example, NPRDC is currently monitoring personnel turnover throughout the Navy utilizing the ratio of attrition to mean endstrength as their measure. Alternative measures could include: (1) percentage of net change to unit, computed as the ratio of reporters minus departures to mean endstrength; (2) percentage of gain (loss) to the unit computed as the





ratio of personnel who report (depart) to mean endstrength; or, as utilized in this thesis, (3) percentage of total change to the unit, computed as the total personnel flow, reporters plus departers, relative to the mean endstrength. This particular measure was chosen because it was felt that it better reflected the impact of turnover that each organization faces. Utilization of percentage gain (loss) would only describe half of the picture and use of net change could possibly be misleading. If a unit experienced a complete change in personnel its percentage of net change would equal 0, whereas its total turnover would be 200%. For comparison, Appendix H contains the average yearly amount of turnover and the quarterly amount of turnover for each ship, as well as the average yearly turnover rates by ship type.

The first step of the analysis was to examine the relationship of downtime to turnover for all ships in the sample. A data set was developed that contained information in the form of matched pairs of data points, downtime and turnover rates. The data generation from the STF file was very similar to the repeated measures methodology discussed by Kerlinger and Pedhazier (1973), Namboodiri, et al. (1975), and Cohen and Cohen (1975). Although not a true "repeated measures" experiment, it was necessary to utilize this technique in order to develop enough data points for analysis. What resulted was a data set containing 400 data points (40 ships X 10 quarters). Four ships were eventually deleted from the



original sample due to anomalies in the turnover rates or associated CASREP data.

Since the goal of this thesis is to examine the relationship of downtime to turnover, it was assumed that the data were not time specific. The amount of variance in downtime explained by turnover (R-square), given the above assumptions aggregated for the entire sample was .00897; ( $F=.37, p=.54$ ); effectively zero. This implies that throughout the Navy downtime aboard ships is not affected by personnel turnover. Although CASREP is a "soft" measure of performance, it is significant that no relationship exists in light of an average quarterly turnover rate in excess of 39% for the same period. Given that utilization of CASREP data is plausible, it appears that management of turnover is not a problem at the "macro" level; i.e., upper echelons of command. It is important to note that it is highly probable that both downtime and turnover are related to the ship's operational cycle (time). As discussed earlier large turnover rates can be expected immediately preceding or following a deployment. Downtime also can be seen to be dependent on the unit's operational cycle, i.e., yard periods, or predeployment workups.

Since a relationship between downtime and turnover cannot be inferred at the "macro" level, possible relationships were explored at the individual ship level. Table III contains the resulting Pearson correlation coefficients by ship UIC for the sample. Examination of Table III highlights two interesting



TABLE III  
PEARSON CORRELATION COEFFICIENTS

UIC	r	UIC	r
02534	-.10	07351	.12
02538	.44	08808	.19
03128	-.03	08809	.70 *
03129	.00	20012	.44
03341	-.63 *	20050	-.07
03343	.25	20058	.04
03359	.06	20123	.10
03368	.85 **	20143	-.12
04621	-.11	20223	.64 *
04628	.15	20576	.17
04665	-.14	20632	.00
04666	-.19	20642	-.14
04674	.65 *	52198	.34
04689	.74 **	52234	-.52
04698	.10	52686	.31
04951	.00	52699	.00
05604	-.12	52700	.13
05833	-.42	54057	-.50
05836	.40	54064	-.08
05847	-.02	07183	.12

\* Significant at the .05 level

\*\* Significant at the .01 level



observations relative to the downtime/turnover relationship at this level. First, in only six of the forty ships was any significant relationship found. These six ships are not related in terms of ship type, ship size, or ship age. There is nothing in the current model that can offer an explanation as to why these particular ships have a statistically significant relationship, other than pure chance. Second, fifteen ships within the sample have coefficients that are contrary to the model's hypothesis, as exemplified by their sign. The negative coefficient implies that the greater the amount of turnover, the better the ship's performance.

In order to examine the questions raised above, it was decided to examine the possible relationship of the above individual Pearson correlation coefficients to the categorical descriptive variables of ship type, class, subclass, size and age. The correlation coefficients were merged with the previously discussed data set to create a data set containing ship categorical information, downtime and turnover data, as well as the associated Pearson coefficients. A complete description of this data set is contained in Appendix I.

An ANOVA procedure and the Duncan multiple range test were performed for each category utilizing the correlation coefficient as the dependent variable. Table IV shows the resulting R-square, F, and probability values.

As shown in Table IV and confirmed by the Duncan tests, there are no downtime/turnover relationships within the various





ship categories. Because the Pearson correlation coefficients were generally small and less than 1.0, it was decided to normalize the coefficients utilizing Fisher's Z transformation of r in order to increase the fidelity of the measures. The following formula was utilized (Cohen, 1975):

$$Z = 1/2 * (\log(1+r) - \log(1-r))$$

The ANOVA procedure was repeated and the results are shown in Table V. Again no relationship within the groups were found. This also was confirmed utilizing the Duncan test.

### C. SUMMARY OF DATA ANALYSIS

The Survival Tracking File (STF) was subsetted into three subfiles containing personnel who reported to, departed from, or were assigned to one of the initial forty-four ships of interest. From these files, the quarterly rates of reporting, departing and turnover were computed. It was decided to utilize quarterly mean endstrength in the computation of turnover because derivation of the actual number of personnel onboard during the quarter could not be accurately determined. The endstrengths generated from the SHIPSRTA.DATA file were adjusted to reflect the average onboard during the period. The methodology utilized to construct the subfiles resulted in individuals being "counted" in both the current onboard file and the respective reported/departed file. The assumption that all personnel report or depart on the same day within the quarter, i.e., last day, was not considered valid. Since the



TABLE IV  
ANOVA RESULTS BY SHIP GROUPINGS

GROUP	R-SQUARE	F-VALUE	PROB>F
Ship type	.06	.59	.67
Ship class	.47	.63	.84
Ship subclass	.70	.80	.70
Size	.03	.40	.75
Age	.02	.27	.84

TABLE V  
ANOVA RESULTS BY SHIP GROUPINGS  
(TRANSFORMED DATA)

GROUP	R-SQUARE	F-VALUE	PROB>F
Ship type	.06	.57	.68
Ship class	.52	.75	.74
Ship subclass	.74	.99	.54
Size	.04	.50	.68
Age	.02	.28	.83



average person reporting or departing to a unit could be expected to spend only one-half of the quarter onboard, one half of the quarterly reporter and departer totals were subtracted from the total onboard count to adjust for the double counting of personnel.

A ship-specific data set was formed containing ship categorical variables, downtime and turnover data for the ten periods, and eventually the Pearson correlation coefficient for each ship.

The results of the analysis can be summarized as follows: The current data and associated assumptions utilized in the model do not support the inference of any relationship between ship performance (downtime) and personnel turnover. This is true at the "macro" or sample level as well as the "micro" or individual ship level. Nor are there any relationships present within the various ship-descriptive categories.

Although statistically significant relationships were found in the work accomplished by Horowitz and Sherman (1968), the analysis performed by this thesis doesn't support the expansion of their methodology to the ship level. It may be that the management at the small-work-group level is effective enough to prevent any adverse effects on ship performance from turnover/turbulence. This conclusion is strictly the opinion of the writer and is not supported by the analysis or the information contained in this report. Other possible



explanations revert to the discussions earlier on the suitability of CASREP data as a performance measure. CASREP data is recognized as a "soft" indication of overall ship performance; however, it is the only quantifiable measure that cuts across the entire spectrum of ship performance and effectiveness. For example, CASREP data are provided for equipment in each of the ship's functional areas, engineering and combat systems, as well as support related systems. Other potentially useful measures of performance would be a combination of measures such as ship steaming hours, exercise grades, standardized training/inspection grades, or objective Unit Reporting system information. Utilization of these other measures were beyond the scope of this effort and merit further research.

Another explanation of the lack of correlation between downtime and turnover may be the differences in their coefficients of variation, 120.8 and 30.9 respectively. These differences can be seen to be related to the anomalies found in both the CASREP reporting system and the extraction of the data from the STF file. Both are recognized as less than satisfactory, which is one of the risks of utilizing non-experimental data.





#### IV. CONCLUSIONS

The primary objective of this thesis was to examine the relationship between personnel turnover/turbulence and ship performance. Ancillary objectives were to: (1) examine the relationship between the personal characteristics of those personnel involved in the turnover and ship performance, and (2) examine characteristics of the personnel relative to the unit's management of the turnover.

The analysis determined that no significant relationship could be supported between macro levels of turnover and ship performance. Whether or not personnel is related to downtime or particular ship divisions, systems or subsystems cannot be determined from this research. Since no relationship was found, examination of the correlations of the personal characteristics of the personnel involved in the turnover with ship performance was not attempted. Descriptive statistics of the characteristics of the people reporting to and departing ships are provided in Appendices J and K for the interested reader.



## Appendix A

### Ship Class Unit Identification Code File

<u>Variable</u>	<u>Position</u>	<u>Field Width</u>
Unit Identification Code	5	5
Class	11	4
Hull Number	16	4
Ship Name	20	14
Homeport	36	6
TAC (Type of Activity Code)	43	1
Ship Type Code	45	1
Class Code	47	2
Sub-class Code	50	2
Size (Personnel)	53	1
Age (Commissioning)	55	1
Engineering Plant	57	1
Nuclear Capable	59	1
Location	61	1
Active/NRF	63	1

#### Variable Description

UIC - unit identification code assigned to each naval unit  
and support activity.

Class - Alphanumeric abbreviation of ship class.

Hull number - numeric identification number assigned to each  
ship hull.



Ship name - name or an abbreviated form of the ship's name.

Homeport - abbreviation of the homeport location of each vessel.

TAC - type activity code:

1. Sea Duty - CONUS
2. Sea Duty - Overseas

Ship type:

1. Combatants
2. Auxiliary
3. Submarine
4. Carrier
5. Amphibious
6. Minesweeper

Ship Class - code that numerically represents the general ship classification as found in position 11 through 15.

Ship Sub-class - code that describes the specific class or make of ship with the general class.

Example: USS Coral Sea, coded: 4 6 27.

Ship type - 4: Carrier

Ship class - 6: CV

Ship Sub-class - 27: Midway Class Carrier

Size:

1. Less than 100 personnel
2. 100-199 personnel
3. 200-299 personnel
4. 300-399 personnel



5. 400-499 personnel
6. 500-599 personnel
7. 600-1499 personnel
8. 1500-2499 personnel
9. Greater than 2500 personnel

Ships were grouped for analysis as follows:

1 and 2 = Small

3 and 4 = Medium

5,6, and 7 = Large

8 and 9 = Extra Large

Age:

1. Ships commissioned in the 1940's
2. Ships commissioned in the 1950's
3. Ships commissioned in the 1960's
4. Ships commissioned in the 1970's

Engineering Plant:

1. Nuclear
2. 1200 PSI Steam
3. 600 PSI Steam
4. Diesel
5. Diesel Electric
6. Gas Turbine

Nuclear Capable:

1. Nuclear Capable
2. Non-nuclear Capable





Location:

1. East Coast
2. West Coast
3. Overseas
4. Hawaii

Active or Reserve Status:

1. Reserve
2. Active

These variable descriptions were developed by Gardner (1981) and his definitions of small, medium, large and extra large were utilized for this thesis.



Appendix B  
Survival Tracking File

<u>Data Element</u>	<u>Length</u>	<u>Start</u>
Social Security Number	9	1
As-of Date Fiscal Year	2	10
As-of Date Quarter	1	12
As-of Date Count	2	13
Strength Indicator	1	15
Sex	1	16
Race	1	17
Ethnic Group	1	18
Date of Birth	4	19
AFQT	2	23
Education Years	2	25
Education Certification	1	27
A-School Indicator	1	28
Dependency-Primary	1	29
Term of Enlistment	1	30
Type of Enlistment	2	31
Term Status	1	33
Number of Enlistment	1	34
Type of Acquisition	2	35
Type of Program	1	37
Rate/Special Program Code	5	38



Branch/Class	2	43
RADO Months	3	45
Enlisted Designator	1	48
Present Rate Code	4	49
Present Pay Grade	1	53
PNEC	4	54
SNEC	4	58
ADSD	4	62
PEBD	4	66
CED	4	70
CADD	4	74
EAOS	4	78
Soft EAOS	4	82
EAOS Change Indicator	1	86
Onboard Actual UIC	5	87
Onboard ACC	3	92
Onboard Sea/Shore Code	1	95
Onboard Transfer Date	4	96
Past Actual UIC	5	100
SRB Received Indicator	1	105
SRB Zone	1	106
SRB Skill Indicator	1	107
SRB Award Level	1	108
RQC	2	109
Loss Date of Occurrence	4	111
Loss Code Navy	3	115
Loss Code DOD	3	118



## Appendix C

### CASREP Data

Ship Type

Hull Number

Severity of Outstanding Casreps

C-2

C-3

C-4

Total

Severity of Corrected Casreps

C-2

C-3

C-4

Total

Downtime Awaiting Parts (DWP)

Open Downtime

Corrected Downtime

Note:

Maintenance Downtime = Corrected Downtime - DWP

This data was converted to the following data set:

<u>Data Element</u>	<u>Length</u>	<u>Start</u>
UIC	5	1
TIME (Fiscal year and quarter)	3	9
Downtime (maintenance)	3	14





Appendix D  
Ships of the Sample







Appendix E

Subfile Data Elements

The data elements listed below are contained in the REPORTED.  
DATA, DEPARTED.DATA AND SHIPSRTA.DATA subfiles.

<u>Element</u>	<u>Variable Name</u>	<u>Start</u>	<u>Length</u>
Social Security Number	SSN	1	9
As-of-Date Fiscal Year	FY	11	2
As-of-Date Quarter	Quarter	13	1
As-of-Date Count	Count	14	2
Sex	Sex	17	1
Race	Race	18	1
Ethnic Group	Ethnicgp	20	1
Date of Birth (year)	DOBYR	22	2
Date of Birth (month)	DOBMO	24	2
AFQT	AFQT	27	2
Education	Ed	30	2
Current Rate	Rate	33	4
Current Paygrade	Paygrde	37	1
Active Duty Start Date (year)	ADSDYR	39	2
Active Duty Start Date (month)	ADSDMO	41	2
Current Actual Onboard UIC	UIC	44	5
Sea/Shore Code	Seashore	50	1
Past Actual Onboard UIC	PastUIC	52	5
Ship Class	Stype	59	4



Hull Number	Hulln	64	4
Ship Name	-	69	14
Homeport	-	88	6
Type Activity Coce	TAC	96	1
Ship Type Code	SCODE	98	1
Class Code	SCLASS	100	2
Sub-class Code	Subclass	104	2
Size (Personnel)	Size	107	1
Age (Commissioning)	Sage	109	1
Engineering Plant	EngPlnt	111	1
Nuclear Capable	Neuc	113	1
Location	Location	115	1
Active/NRF	Status	117	1





## Appendix F

### Personnel Selection Fortran Program Listing











```

DO 10 I=1,16
10 B(I,I)=A(I)
NREC=1
C
C      READ IN A NEW LRECL
C
40 READ(1,50,END=300) A
50 FORMAT(A1,A8,A5,1X,A1,A1,A4,A2,A2,T49,A5,T62,A4,T87,A1,
  *A4,3X,A1,T100,A1,A4)
C
C      COMPARE THE PREVIOUS SSN WITH THE NEW ONE.
C
C      IF(SSN(1).EQ.A(1).AND.SSN(2).EQ.A(2)) GO TO 200
C      WITHOUT THE MATCH, ALL ONE PERSON'S RECORDS HAVE
C      BEEN READ IN. SAVE THE NEW PERSON'S SSN AND RETURN
C
C      SSN(1)=A(1)
C      SSN(2)=A(2)
C      RETURN
C
C      ACCUMULATE ANOTHER RECORD OF INFORMATION FOR
C      ONE PERSON IN MATRIX 'B'.
C
200 CONTINUE
NREC=NREC+1
DO 220 I=1,16
220 B(NREC,I)=A(I)
300 GO TO 40
LAST=2
RETURN
END
C*****
C*****OUTPUT SUBROUTINE*****
C*****
C*****SUBROUTINE OUTPUT(NREC,NUIC)
C*****
REAL*8 A,B,SSN
REAL*8 UIC
REAL*8 C(20,16)
COMMON A(16),B(20,16),SSN(2),UIC(44,10)
C
C      A RECORD IS WRITTEN FROM MATRIX B INTO
C      MATRIX C WHEN THE UIC CHANGES.
C
DO 10 I=1,16
10 C(I,I)=B(I,I)
C
C      NDIFF IS THE NUMBER OF DIFFERENT UIC'S

```

```

REEO00970
REEO00980
REEO00990
REEO01000
REEO01010
REEO01020
REEO01030
REEO01040
REEO01050
REEO01060
REEO01070
REEO01080
REEO01090
REEO01100
REEO01110
REEO01120
REEO01130
REEO01140
REEO01150
REEO01160
REEO01170
REEO01180
REEO01190
REEO01200
REEO01210
REEO01220
REEO01230
REEO01240
REEO01250
REEO01260
REEO01270
REEO01280
REEO01290
REEO01300
REEO01310
REEO01320
REEO01330
REEO01340
REEO01350
REEO01360
REEO01370
REEO01380
REEO01390
REEO01400
REEO01410
REEO01420
REEO01430
REEO01440

```





```

C      NDIFF=1
C      IF (NREC.EQ.1) GO TO 60
C
C      IF THE ITH UIC IS NOT EQUAL THE PREVIOUS UIC,
C      WRITE THE ITH RECORD FROM MATRIX B INTO MATRIX C.
C      MATRIX C IS INDEXED BY NDIFF
C
C      DO 20 I=2,NREC
C      I1=I-1
C      IF((B(I,12).EQ.0(I1,12)).AND.(B(I,13).EQ.0(I1,13))) GO TO 20
C      NDIFF=NDIFF+1
C      DO 15 J=1,16
C      C(NDIFF,J)=B(I,J)
C      15 CONTINUE
C
C      MATRIX C CONTAINS THE RECORDS WHICH HAD DIFFERENT UIC'S
C      THE NUMBER OF ROWS IN C = NDIFF
C
C      DO 90 = LOOPS THROUGH ALL THE ROWS OF C
C      DO 80 = COMPARES THE RECORD'S UIC AGAINST ALL THE
C      SHIP UIC'S
C
C      60 CONTINUE
C      DO 90 I=1,NDIFF
C      DO 80 J=1,NUIC
C
C      IF UIC IS NOT A SHIP, BRANCH AROUND THE WRITE
C
C      IF((UIC(J,1).NE.C(I,12)).OR.(UIC(J,2).NE.C(I,13))) GO TO 80
C      WRITE(2,85) (C(I,K),K=1,16),(UIC(J,K),K=3,10)
C      WRITE(3,85) (C(I+1,K),K=1,14),(UIC(J,K),K=1,10)
C      85 *      FORMAT (A1,A8,1X,A5,1X,A1,A1,1X,A1,1X,A1,A1,A4,1X,A2,1X,
C      A2,1X,A5,1X,A4,1X,A1,A4,1X,A1,A4,8A8)
C
C      GO TO 90
C      80 CONTINUE
C      90 CONTINUE
C      RETURN
C      END
C      ***** SUBROUTINE TEST *****
C      ***** SUBROUTINE TEST (NREC, LAST) *****
C      ***** SUBROUTINE TEST *****
C      REAL*8 A,B,SSN
C      REAL*8 UIC,NINE
C      DATA NINE/9.7/
C      COMMON A(16),B(20,16),SSN(2),UIC(44,10)
C
C
C

```

```

REE01450
REE01460
REE01470
REE01480
REE01490
REE01500
REE01510
REE01520
REE01530
REE01540
REE01550
REE01560
REE01570
REE01580
REE01590
REE01600
REE01610
REE01620
REE01630
REE01640
REE01650
REE01660
REE01670
REE01680
REE01690
REE01700
REE01710
REE01720
REE01730
REE01740
REE01750
REE01760
REE01770
REE01780
REE01790
REE01800
REE01810
REE01820
REE01830
REE01840
REE01850
REE01860
REE01870
REE01880
REE01890
REE01900
REE01910
REE01920

```



THIS SUBROUTINE WILL TEST AN INDIVIDUALS RECORD FOR A TYPOGRAPHICAL ERROR IN THE FIRST DIGIT OF THE CURRENT ONBOARD UIC. IT WAS DETERMINED THAT A 9 IN THE FIRST DIGIT OF A UIC WAS AN INDICATOR OF A POSSIBLE ERROR. UIC'S THAT BEGIN WITH A 9 ARE USUALLY RESERVED FOR CIVILIAN SUPPORT ACTIVITIES. THE TEST LOCATES A 9 IN THE FIRST DIGIT OF THE UIC AND THEN COMPARES THE LAST FOUR DIGITS WITH THE UIC THAT IMMEDIATELY PROCEEDS OR FOLLOWS. IF A MATCH IS FOUND THE UIC WITH THE 9 IS CHANGED TO MATCH.

```

IF (NREC .EQ. 1) GO TO 20
DO 10 I=1,NREC
  IF (B(I,12) .NE. NINE) GO TO 10
  IF (I .EQ. 1) GO TO 300
  IF (I .EQ. NREC) GO TO 400
  IF ((B(I,13) .NE. B(I+1,13)) .AND. (B(I,13) .NE. B(I-1,13)))
    GO TO 10
    IF (B(I,13) .EQ. B(I+1,13)) GO TO 500
    B(I,12)=B(I-1,12)
    GO TO 10
    B(I,12)=B(I+1,12)
    GO TO 10
    IF (B(I,13) .NE. B(I-1,13)) GO TO 10
    B(I,12)=B(I-1,12)
    GO TO 10
    CONTINUE
    IF (B(I,13) .EQ. B(I+1,13)) GO TO 10
    B(I,12)=B(I+1,12)
    GO TO 10
    CONTINUE
    CONTINUE
    CONTINUE
    RETURN
  END

```

\*\*\*\*\*  
 \*\*\*\*\* SHIP SORTING SUBROUTINE \*\*\*\*\*  
 \*\*\*\*\*

REE01930  
 REE01940  
 REE01950  
 REE01960  
 REE01970  
 REE01980  
 REE01990  
 REE02000  
 REE02010  
 REE02020  
 REE02030  
 REE02040  
 REE02050  
 REE02060  
 REE02070  
 REE02080  
 REE02090  
 REE02100  
 REE02110  
 REE02120  
 REE02130  
 REE02140  
 REE02150  
 REE02160  
 REE02170  
 REE02180  
 REE02190  
 REE02200  
 REE02210  
 REE02220  
 REE02230  
 REE02240  
 REE02250  
 REE02260  
 REE02270  
 REE02280  
 REE02290  
 REE02300  
 REE02310  
 REE02320  
 REE02330  
 REE02340  
 REE02350  
 REE02360  
 REE02370  
 REE02380  
 REE02390  
 REE02400









02538	ARS
003128	LSD
003129	LSD
003341	CV
003343	CV
003359	CVN
003368	AS
004622	AS
004627	AD
004637	DDG
004665	DD
004666	DDG
004674	AS
004689	AFFG
004698	AO
004951	SS
005604	SSAES
005833	AFA
005836	LKPA
005847	LPH
007183	AR
007351	AR
008008	LSD
008009	LFF
2000120	LFF
200058	LFF
200112	AE
201233	ARR
201443	AST
202223	LST
20576	DD
206322	LHA
206442	SSN
30109	SSBN
30110	SSBN
522134	DDG
522386	DDG
522695	CG
52695	CGN
52700	FF
54057	FF
54064	FF

43	RECOVERY
28	THOMASTON
29	PLYMOUTH ROCK
41	MIDWAY SEA
59	FORRESTAL
68	NIMITZ
12	SPIRRY
18	ORION
17	PIEDMONT
33	PARSONS
950	RICHARD EDWARDS
8	LYNDEY MCCORMICK
31	HUNLEY
51	RICHARD L PAGE
581	ASHTABULA
2	BLUEBACK
5	CAMDEN
116	CONCORD
9	ST LOUIS
3	CENVER
5	GKINAWA
7	VULCAN
37	HECTOR
37	PORTLAND
1079	BOWEN
1087	KIRK
29	MOUNT HOOD
4	SAVANNAH
21	PIGEON
1191	BARNSTABLE CTY
965	KINKAID
2	SAIPAN
687	RICHARD RUSSELL
611	J MARSHALL BLUE
611	J MARSHALL GOLD
938	JCNAS INGRAM
40	COONTZ
46	PREBLE
24	REEVES
25	BAINBRIDGE
1062	WHIPPLE
1069	BAGLEY

L CRK  
SSDGO  
LYOKSKA  
ALALAMED  
MAYPRT  
NCRVA  
SDGO  
CHARLE  
NORVA  
YOKSKA  
PEARL  
SDGO  
AGANA  
PHILA  
PEARL  
SDGO  
BREM  
NORVA  
SDGO  
SDGO  
NORVA  
SFRAN  
CHESTE  
CHARLE  
YOKSKA  
CCNCRD  
NCRVA  
VALLEJ  
L CRK  
SDGO  
NORVA  
GROTON  
PEARL  
PEARL  
CHARLE  
NCRVA  
PEARL  
PEARL  
SDGO  
PEARL  
SDGO

[illegible]

REE02890  
 REE02900  
 REE02910  
 REE02920  
 REE02930  
 REE02940  
 REE02950  
 REE02960  
 REE02970  
 REE02980  
 REE02990  
 REE03000  
 REE03010  
 REE03020  
 REE03030  
 REE03040  
 REE03050  
 REE03060  
 REE03070  
 REE03080  
 REE03090  
 REE03100  
 REE03110  
 REE03120  
 REE03130  
 REE03140  
 REE03150  
 REE03160  
 REE03170  
 REE03180  
 REE03190  
 REE03200  
 REE03210  
 REE03220  
 REE03230  
 REE03240  
 REE03250  
 REE03260  
 REE03270  
 REE03280  
 REE03290  
 REE03300  
 REE03310





## Appendix G

### Quarter Conversion Fortran Program Listing



```

//REEVES JOB (2313,0144), 'WAYNE R REEVES 1444', CLASS=C
//*MAIN ORG=NP GVM1.2313P
// EXEC FORTXCG
//SYN DD *
C      THIS PROGRAM WILL CREATE ANOTHER DATA SET FROM THE
C      SUBSETTED STF FILES. IT WILL INDEX THE FISCAL YEAR
C      AND QUARTER OF THE RECORD AND THEN REWRITE IT IN AN-
C      OTHER DATA BANK.
C
C      THE REGRD WILL BE READ INTO A VECTOR 19 SPACES LONG
C      ELEMENTS OF THE VECTOR WILL BE USED TO DETERMINE CURRENT
C      QUARTER AND COUNT AND THEN INDEXED ACCORDINGLY.
C
C      REAL*8 A(19)
C      INTEGER COUNT,Q,I
C      COUNT=0
C
C      READ IN THE FIRST RECORD
C      SET COUNT = TO THE RECORD'S COUNT AND Q = TO RECORD'S QUARTER
C
C      READ(1,50,END=500) A(1),A(2),I3,I4,I5,A(6),A(7),A(8),
010  *A(9),A(10),A(11),A(12),A(13),A(14),A(15),A(16),A(17),A(18),A(19)
50  FORMAT (A1,A8,I1,I2,I1,I2,I3A8,A1)
C      COUNT=15
C      Q=14
C
C      THE FIRST TEST WILL DETERMINE WHETHER THE RECORD IS FOR
C      ONE QUARTER ONLY. IF IT IS THE RECORD WILL BE WRITTEN TO
C      THE NEW FILE AS IS. OTHERWISE THE PROGRAM WILL BRANCH AROUND
C      THE WRITE TO THE NEXT TEST.
C
C      IF (COUNT.NE. 1) GO TO 100
C      WRITE(2,50) A(1),A(2),I3,I4,I5,A(6),A(7),A(8),
C      *A(9),A(10),A(11),A(12),A(13),A(14),A(15),A(16),A(17),A(18),A(19)
C      GO TO 010
C
C      THIS TEST WILL BE REPEATED FOR THE AMOUNT OF THE COUNT. IT WILL
C

```

SOR00010  
 SOR00020  
 SOR00030  
 SOR00040  
 SOR00050  
 SOR00060  
 SOR00070  
 SOR00080  
 SOR00090  
 SOR00100  
 SOR00110  
 SOR00120  
 SOR00130  
 SOR00140  
 SOR00150  
 SOR00160  
 SOR00170  
 SOR00180  
 SOR00190  
 SOR00200  
 SOR00210  
 SOR00220  
 SOR00230  
 SOR00240  
 SOR00250  
 SOR00260  
 SOR00270  
 SOR00280  
 SOR00290  
 SOR00300  
 SOR00310  
 SOR00320  
 SOR00330  
 SOR00340  
 SOR00350  
 SOR00360  
 SOR00370  
 SOR00380  
 SOR00390  
 SOR00400  
 SOR00410  
 SOR00420  
 SOR00430  
 SOR00440  
 SOR00450  
 SOR00460  
 SOR00470  
 SOR00480



```

C      TEST TO DETERMINE WHETHER THE RECORD STARTS IN THE FOURTH
C      QUARTER. IF IT DOES IT INDEXES THE FISCAL YEAR AND RESETS THE
C      QUARTER TO ONE. OTHERWISE, IT SETS THE COUNT TO ONE, INDEXES THE
C      QUARTER AND WRITES THE RECORD.
C
C      DO 200 I=1,COUNT
C      IF (Q.EQ. 4) GO TO 300
C
C      WRITE(2,50) A(1),A(2),I3,I4,I5,A(6),A(7),A(8),
C      *A(9),A(10),A(11),A(12),A(13),A(14),A(15),A(16),A(17),A(18),A(19)
C      I4=I4+1
C      Q=I4
C      GO TO 301
C
C      CONTINUE I5=1
C      WRITE(2,50) A(1),A(2),I3,I4,I5,A(6),A(7),A(8),
C      *A(9),A(10),A(11),A(12),A(13),A(14),A(15),A(16),A(17),A(18),A(19)
C      I3=I3+1
C      I4=I4
C      Q=I4
C      CONTINUE
C      CONTINUE
C      GO TO 010
C      CONTINUE
C      STOP
C      END
C
C      //GO.FT02F001 DD UNIT=3330V,MSVGP=PUB4Z,DISP=(NEW,CATLG),
C      // SPACE=(CYL,(64,4)),DCB=(RECFM=FB,LRECL=120,BLKSIZE=12000),
C      // DSN=MSS.S2313.QUARTER.REPORTED.DATA
C      //GO.FT01F001 DD UNIT=3330V,MSVGP=PUB4Z,DISP=(OLD,KEEP),
C      // DCB=(RECFM=FB,LRECL=120,BLKSIZE=12000),SPACE=(CYL,(64,4)),
C      // DSN=MSS.S2313.REPORTED.DATA

```



# Appendix H

## Average Turnover Rates

### Average Yearly Turnover by Ship Type

SHIP TYPE	COMBATANT	AUXILIARY	SUBMARINE	CARRIER	AMPHIBIOUS
Turnover	1.519	1.554	1.587	1.342	1.44
Std. Dev	.166	.110	.163	.079	.115
N	14	14	2	4	7

### Quarterly and Average Yearly Turnover Rates by UIC

UIC	FISCAL YEAR AND QUARTER										AVG YR
	801	802	803	804	811	812	813	814	821	822	
02534	.439	.475	.182	.292	.243	.341	.463	.560	.329	.414	1.500
02538	.324	.297	.486	.378	.243	.554	.581	.594	.189	.486	1.729
03128	.269	.410	.305	.290	.316	.472	.338	.392	.323	.432	1.398
03129	.189	.328	.324	.317	.262	.598	.200	.379	.240	.423	1.301
03341	.284	.428	.326	.337	.360	.476	.311	.428	.352	.416	1.477
03343	.282	.328	.309	.268	.290	.421	.329	.348	.323	.363	1.289
03359	.297	.395	.306	.344	.334	.462	.347	.463	.381	.383	1.322
03368	.276	.280	.321	.269	.271	.392	.307	.441	.345	.376	1.280
04621	.406	.427	.271	.456	.292	.424	.343	.430	.377	.530	1.526
04628	.423	.347	.439	.689	.196	.334	.305	.598	.471	.508	1.667
04637	.343	.470	.480	.383	.409	.384	.368	.390	.363	.405	1.613
04665	.236	.587	.346	.406	.938	.449	.394	.536	.417	.547	1.940
04666	.381	.344	.289	.463	.333	.418	.285	.433	.266	.348	1.473
04674	.309	.387	.273	.305	.348	.326	.412	.458	.387	.461	1.409
04689	.402	.503	.769	.412	.350	.373	.285	.453	.393	.393	1.773
04698	.289	.323	.352	.304	.309	.420	.255	.458	.420	.589	1.355





UIC	FISCAL YEAR AND QUARTER										AVG YR
	801	802	803	804	811	812	813	814	821	822	
04951	.378	.502	.426	.371	.338	.378	.295	.353	.320	.371	1.520
05604	.353	.662	.309	.162	.397	.441	.559	.618	.420	.368	1.750
05833	.309	.401	.306	.370	.453	.440	.338	.433	.363	.469	1.525
05836	.456	.343	.368	.384	.289	.516	.264	.343	.419	.478	1.481
05847	.341	.333	.314	.364	.283	.310	.314	.302	.375	.391	1.280
07183	.342	.353	.339	.285	.299	.467	.353	.485	.339	.402	1.461
07351	.268	.418	.381	.381	.338	.466	.402	.455	.266	.280	1.554
08808	.337	.387	.328	.337	.340	.440	.354	.421	.295	.375	1.472
08809	.318	.318	.292	.325	.345	.417	.327	.493	.352	.443	1.417
20012	.325	.310	.374	.377	.377	.366	.377	.501	.355	.456	1.503
20050	.268	.321	.434	.326	.365	.356	.375	.585	.570	.409	1.337
20058	.281	.352	.290	.372	.381	.472	.357	.519	.310	.510	1.512
20112	.336	.444	.328	.377	.406	.526	.436	.470	.380	.470	1.661
20123	.335	.380	.383	.328	.351	.306	.264	.490	.370	.438	1.418
20143	.318	.325	.369	.304	.296	.419	.427	.477	.361	.456	1.467
20223	.284	.390	.461	.432	.343	.420	.361	.550	.521	.544	1.620
20576	.342	.422	.322	.386	.342	.338	.330	.410	.354	.370	1.446
20632	.291	.297	.373	.363	.407	.444	.300	.457	.372	.333	1.466
20642	.370	.304	.361	.323	.351	.408	.256	.475	.313	.456	1.424
52198	.321	.367	.364	.410	.383	.387	.325	.398	.364	.498	1.477
52234	.280	.363	.379	.312	.292	.395	.257	.486	.408	.389	1.382
52686	.276	.384	.406	.488	.250	.371	.384	.429	.338	.377	1.494
52699	.373	.342	.263	1.049	.339	.348	.301	.408	.376	.339	1.711
52700	.250	.379	.303	.265	.372	.425	.279	.408	.346	.415	1.340
54057	.275	.408	.436	.374	.322	.351	.313	.484	.332	.460	1.481
54064	.323	.338	.400	.318	.381	.386	.376	.478	.415	.362	1.500



Appendix I  
Final Data Set

The final data set utilized for analysis is described below. The ships were selected in a manner to insure adequate representation of various ship classes and missions of today's Naval forces, but were randomly selected within the subgroups to prevent inadvertant biases in the data. Although STF data was available from the fourth quarter of FY 1977 until the second quarter of FY 1982, CASREP data was only available for FY 1980 to second quarter of FY 1982.

DATA ELEMENT	POSITION	LENGTH
Unit Identification Code *	4	5
Ship Type *	12	1
Ship Class *	20	2
Ship Subclass *	28	2
Size (Personnel) *	36	1
Age *	44	1
Correlation Coefficient	52	8
Downtime (Days)	60	4
Turnover	68	8

\* The coding of these data elements was discussed in Appendix E.



## Appendix J

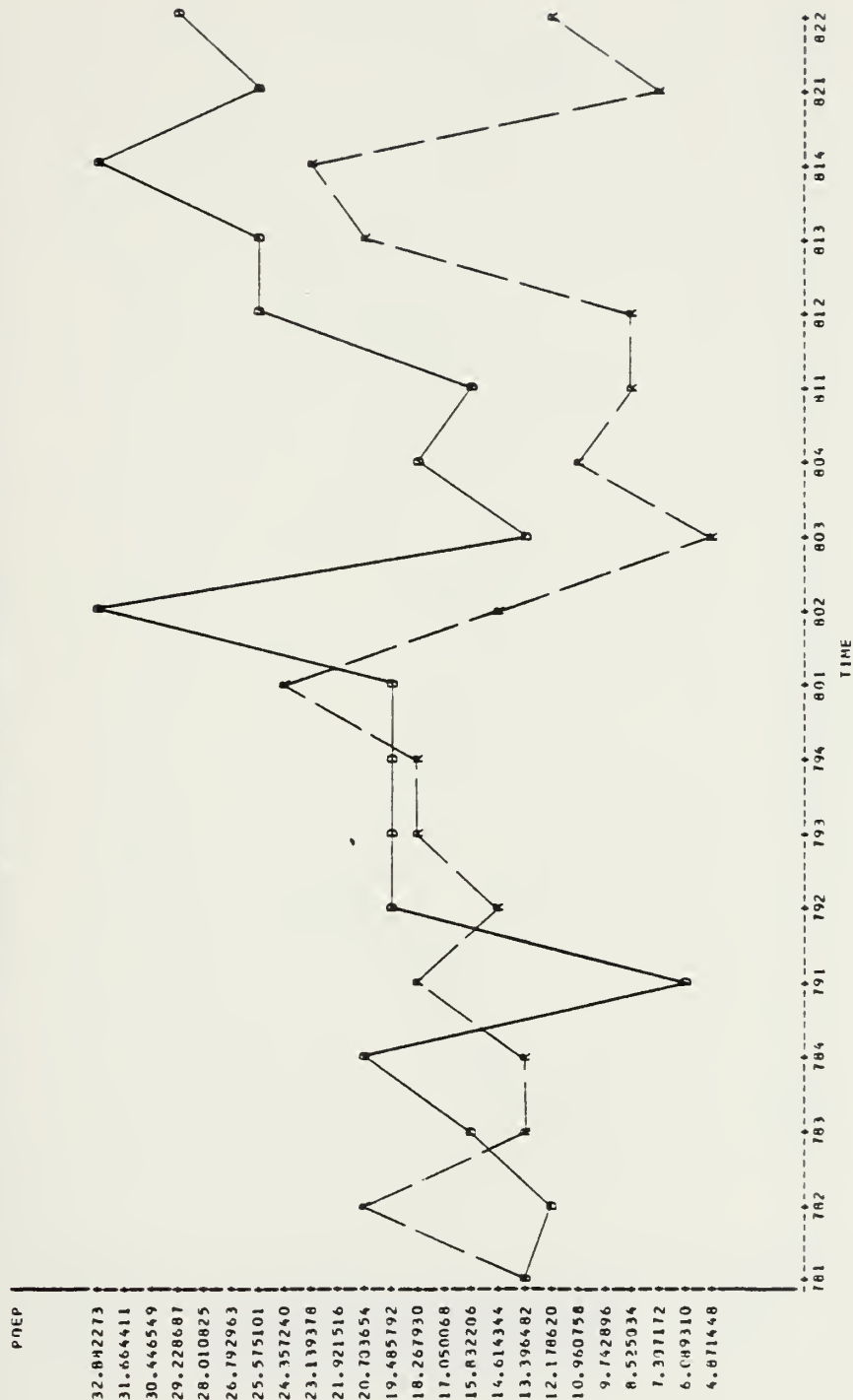
### Graphs of Percentage of Reporters and Leavers by UIC

The graphs contained in this appendix portray the percentage of personnel who report to and leave from a ship contained in the sample. The solid line connecting the "D" in the graph depicts the changes in the percentage of departers. Likewise, the dashed line connecting the "R" in the graph depicts the reporters.



# STATISTICAL ANALYSIS SYSTEM

UIC-02534  
 PLOT OF PREP TIME SYMBOL USED IS O  
 PLOT OF PREP TIME SYMBOL USED IS R



ARS 39 CONSERVER

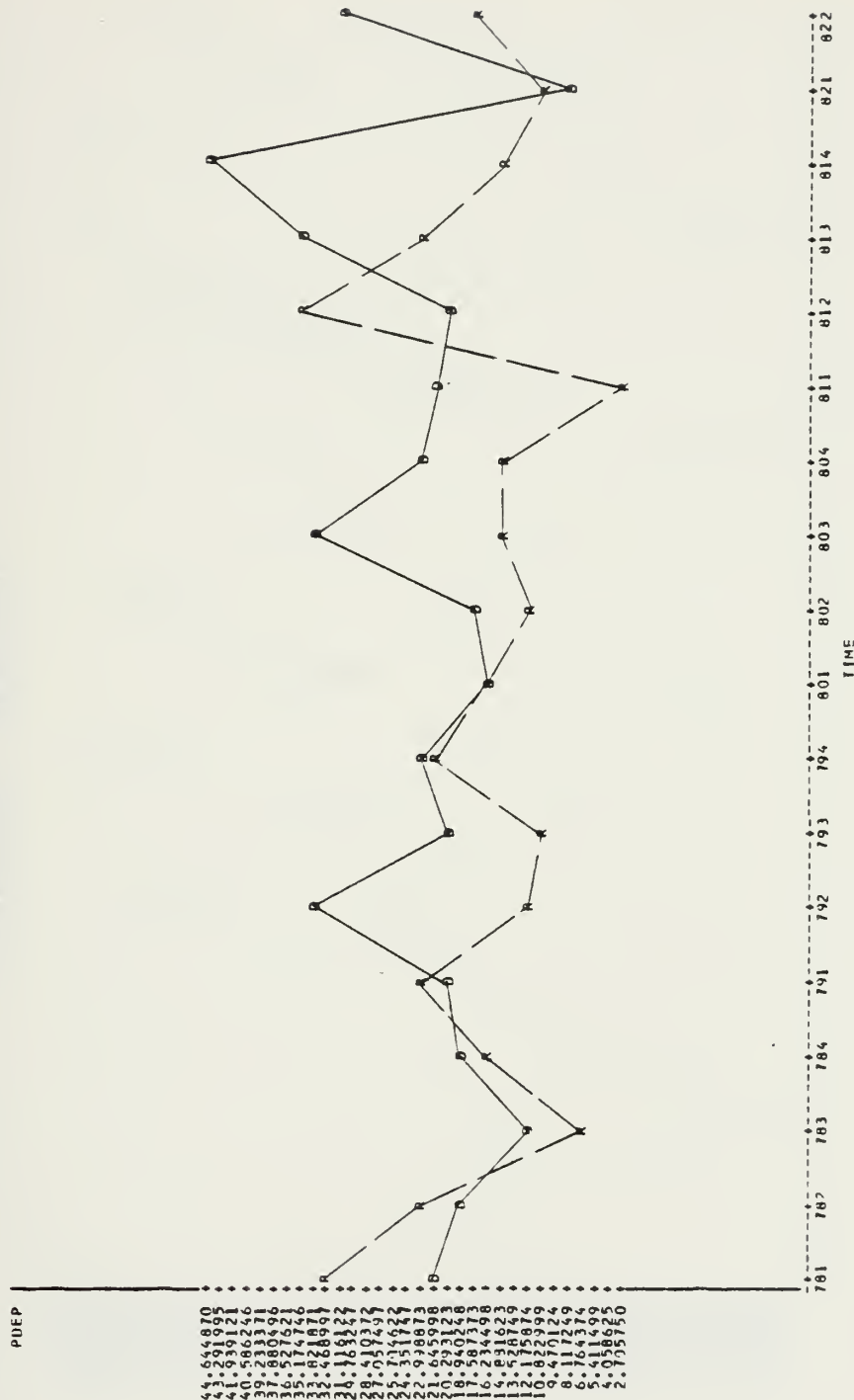




# STATISTICAL ANALYSIS SYSTEM

UIC-02538

PLOT OF PREP TIME SYMBOL USED IS D



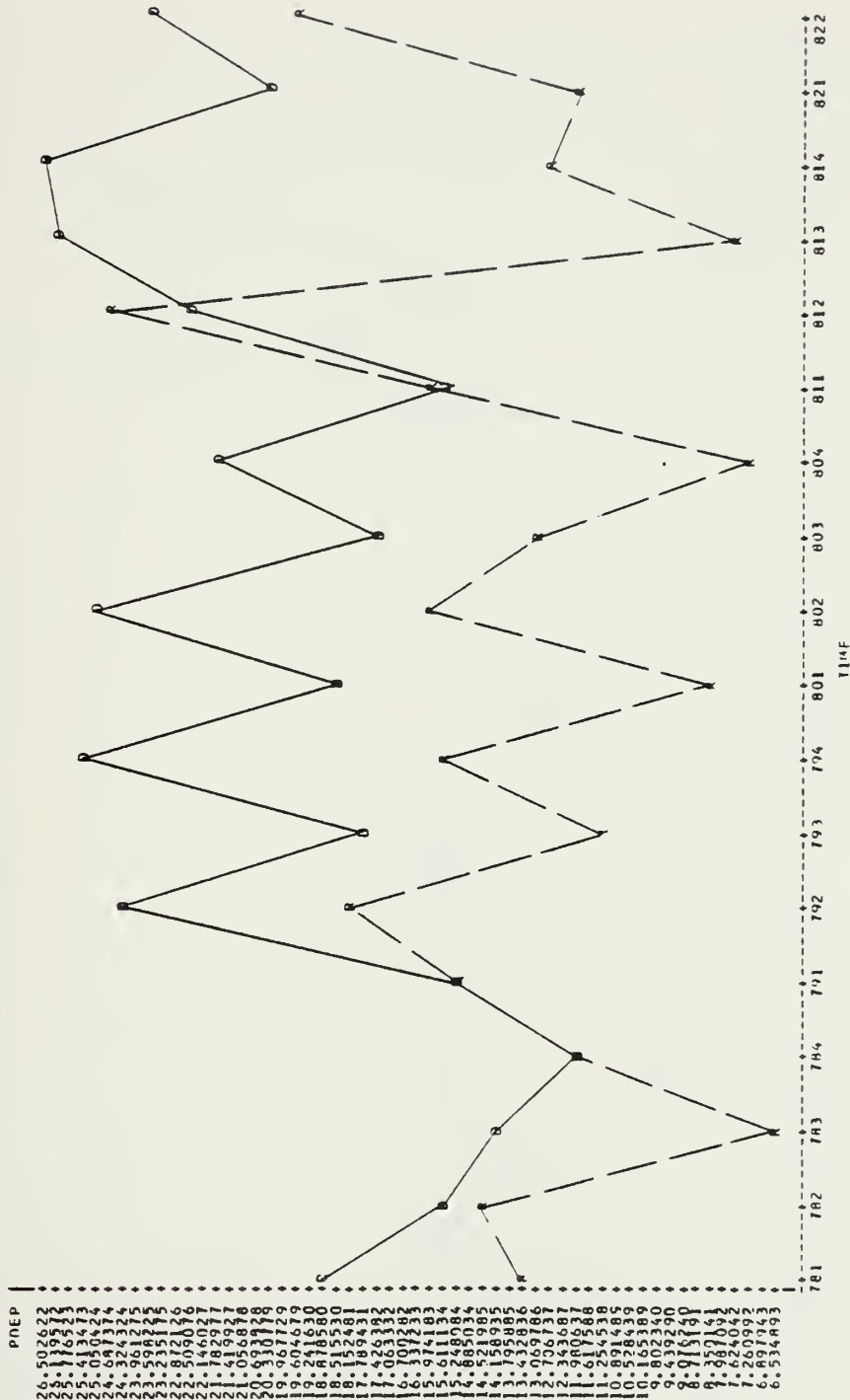
ARS 43 RECOVERY



# STATISTICAL ANALYSIS SYSTEM

UIC-03128

PLOT OF PREP\*TIME  
PLOT OF PREP\*TIME  
SYMBOL USED IS D  
SYMBOL USED IS R



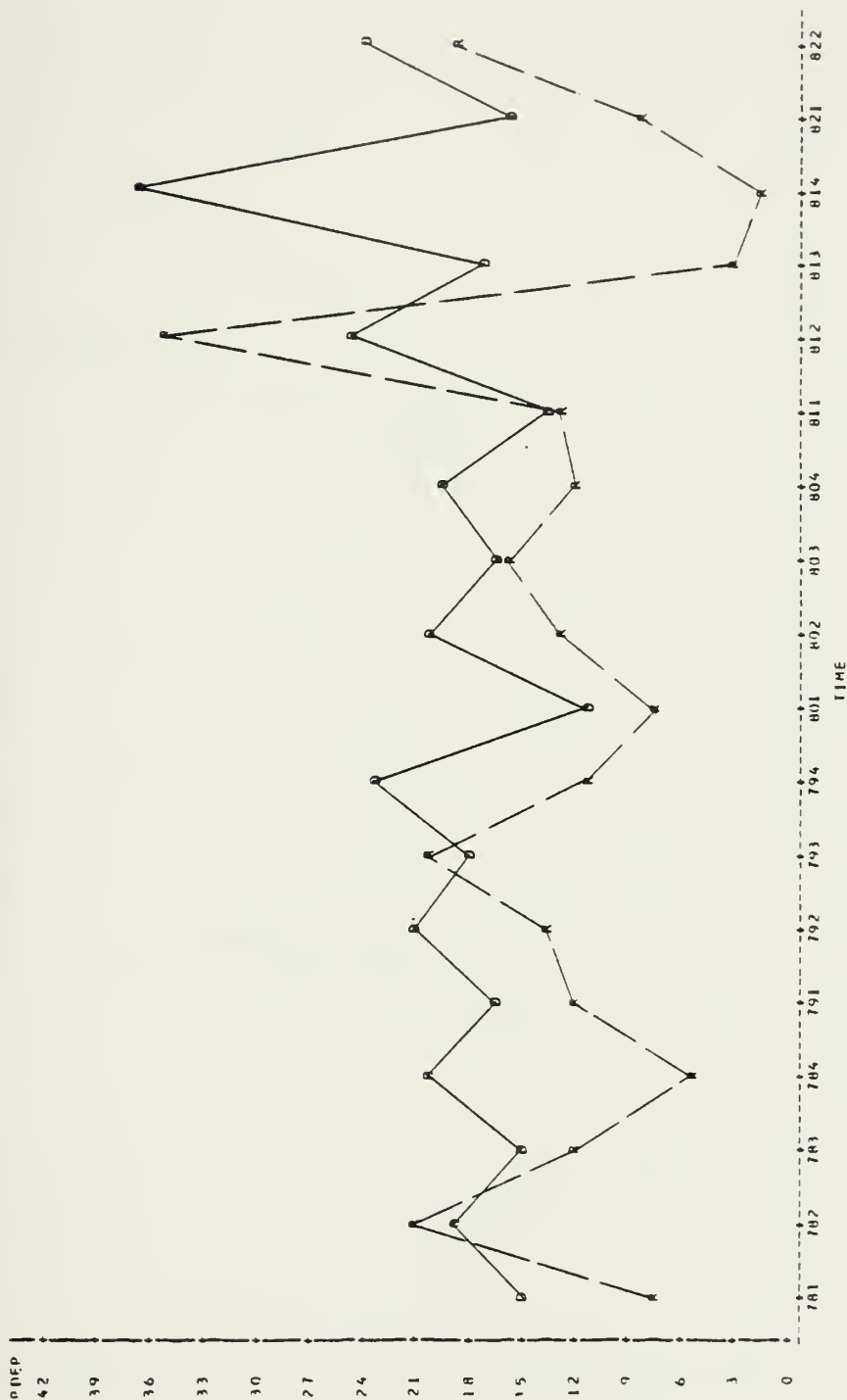
ISD 28 THOMASTON



# STATISTICAL ANALYSIS SYSTEM

UIC=03129

PLOT OF PREP\*TIME  
PLOT OF PREP\*TIME  
SYMBOL USED IS D  
SYMBOL USED IS R



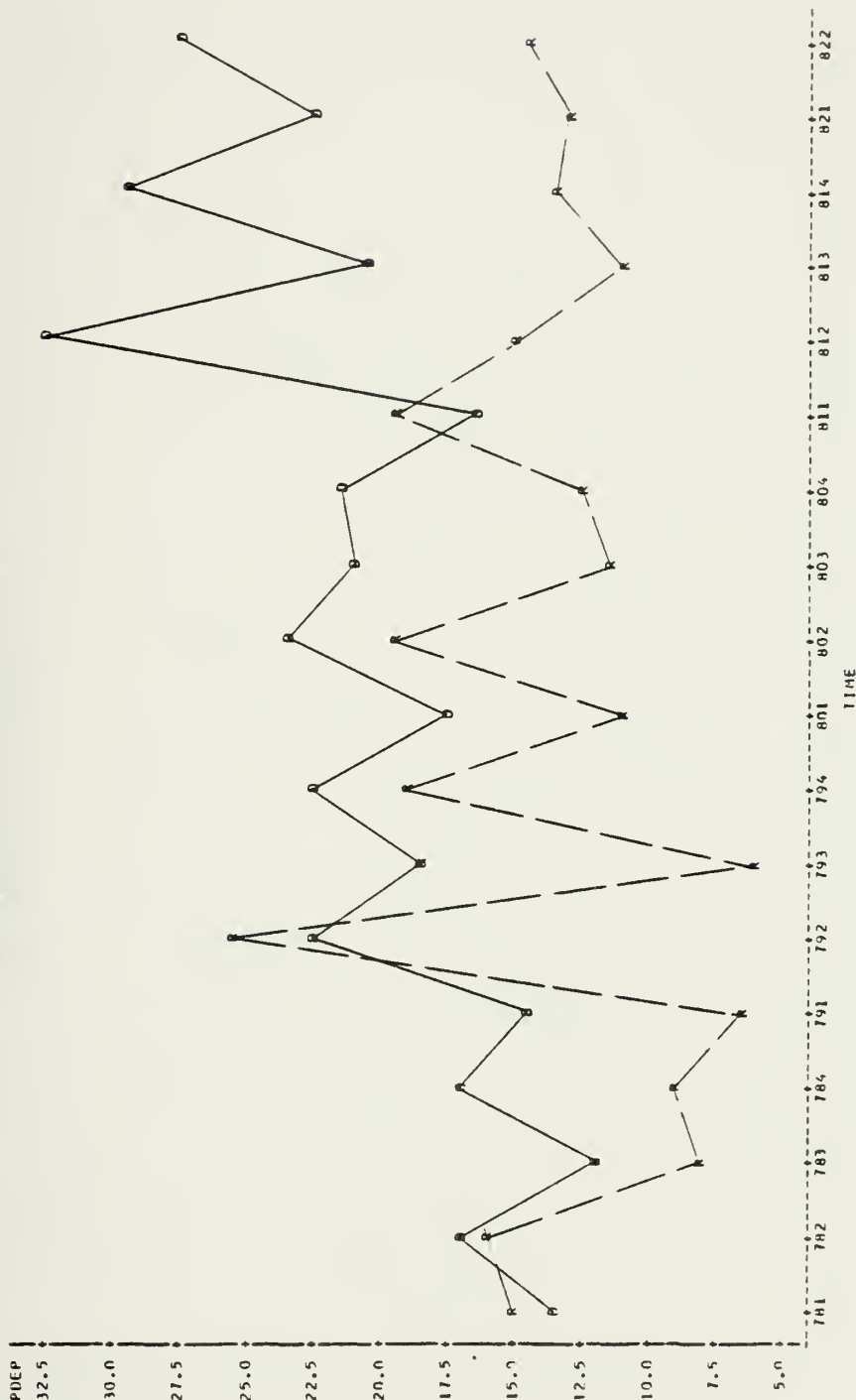
LSD 29 PLYMOUTH ROCK



# STATISTICAL ANALYSIS SYSTEM

UIC=03341

PLOT OF PDEP\*TIME  
PLOT OF PREP\*TIME  
SYMBOL USED IS O  
SYMBOL USED IS R



CV 41 MIDWAY

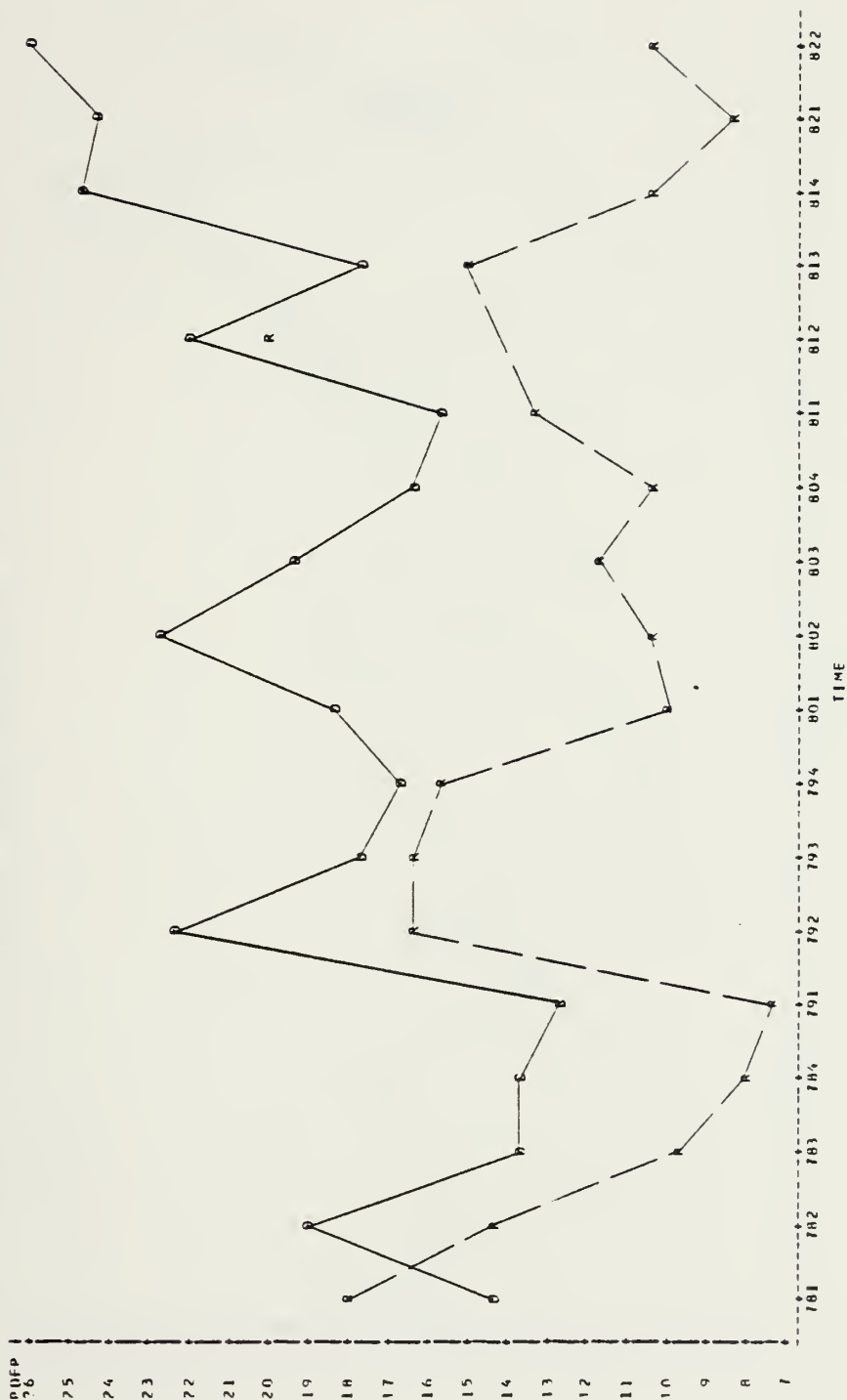




# STATISTICAL ANALYSIS SYSTEM

UIC-03343

PLOT OF POEPOTIME SYMBOL USED IS O  
PLOT CF PREPOTIME SYMBOL USED IS R



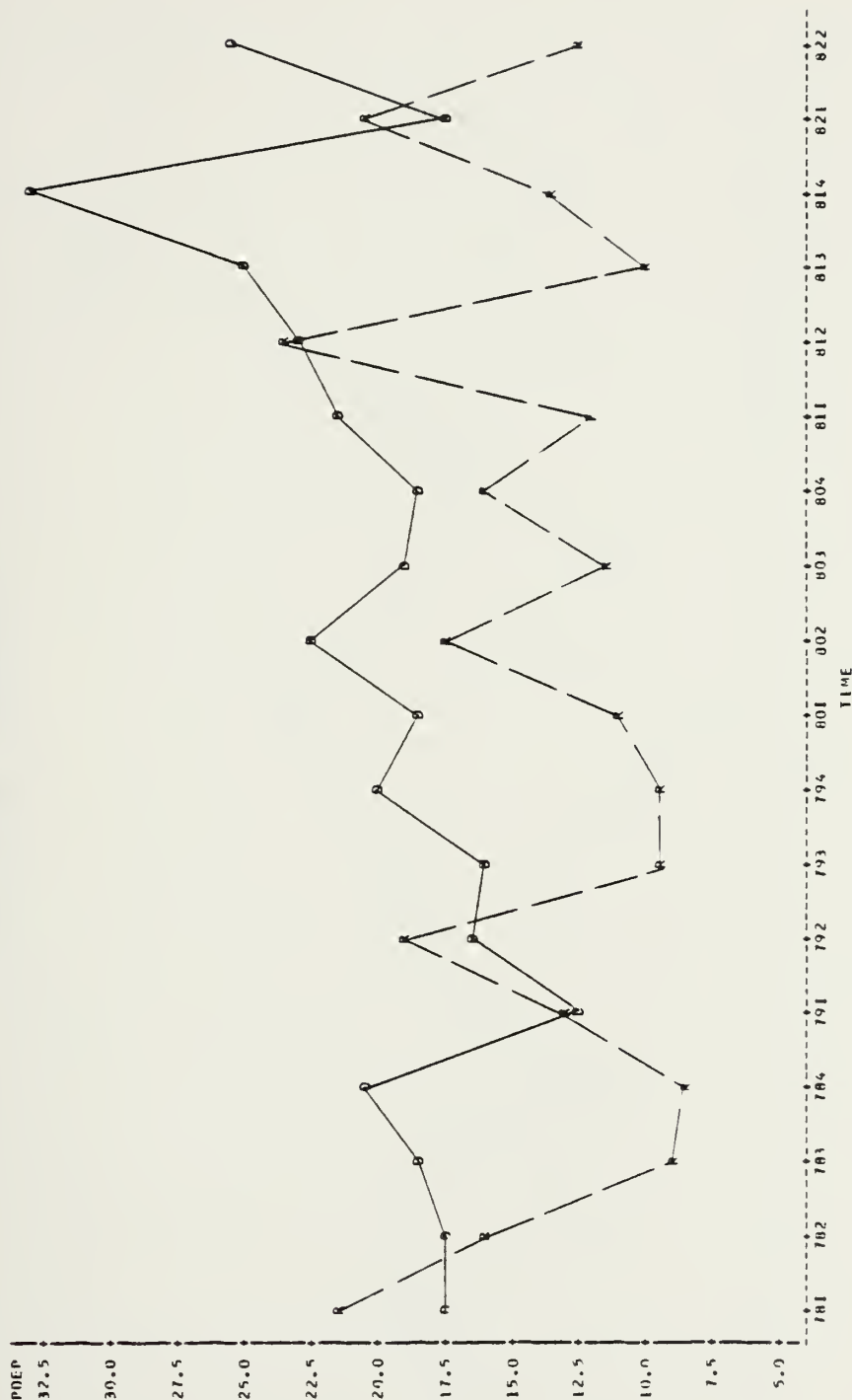
CV 43 CORAL SEA



# STATISTICAL ANALYSIS SYSTEM

UIC-03359

PLOT OF PREPOTIME SYMBOL USED IS D  
PLOT OF PREPOTIME SYMBOL USED IS R



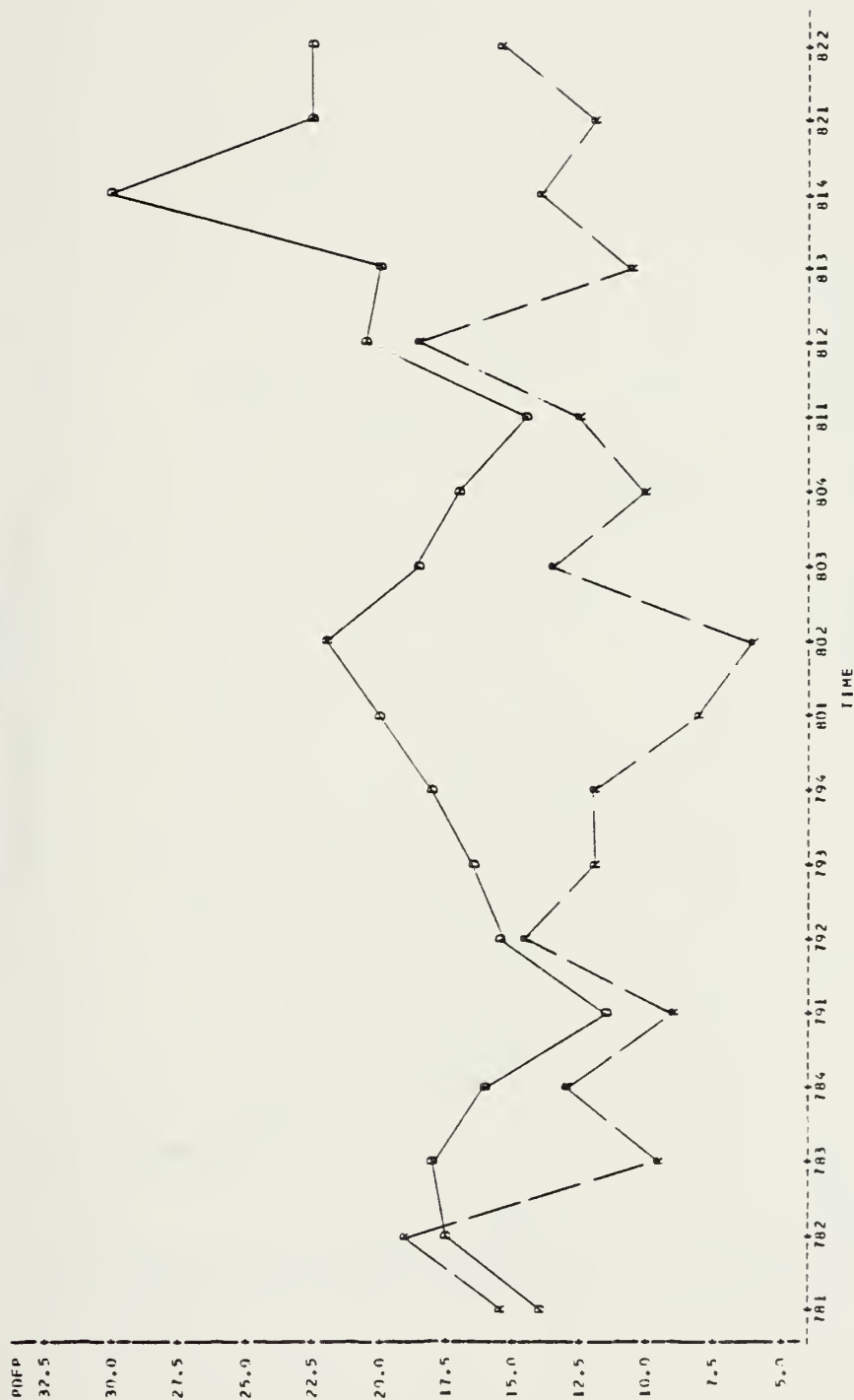
CV 59 FORRESTAL



# STATISTICAL ANALYSIS SYSTEM

UIC-0368

PLOT OF PDEP\*TIME  
PLOT OF PREP\*TIME  
SYMBOL USED { P  
SYMBOL USED { R



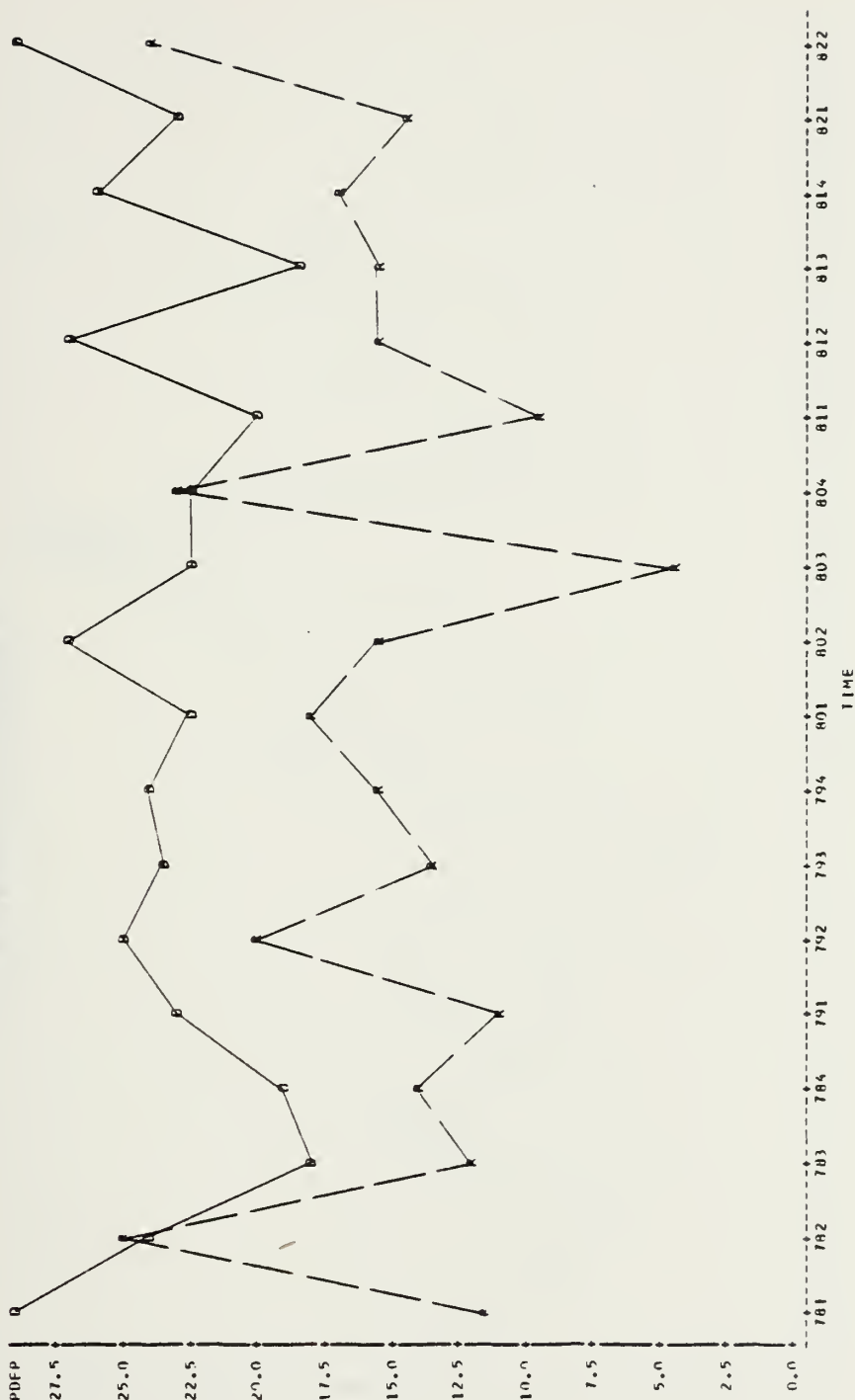
CVN 68 NIMITZ



# STATISTICAL ANALYSIS SYSTEM

UIC-04621

PLOT OF POEP\*TIME SYMBOL USED IS D  
PLOT OF PREP\*TIME SYMBOL USED IS R



AS 12 SPERRY

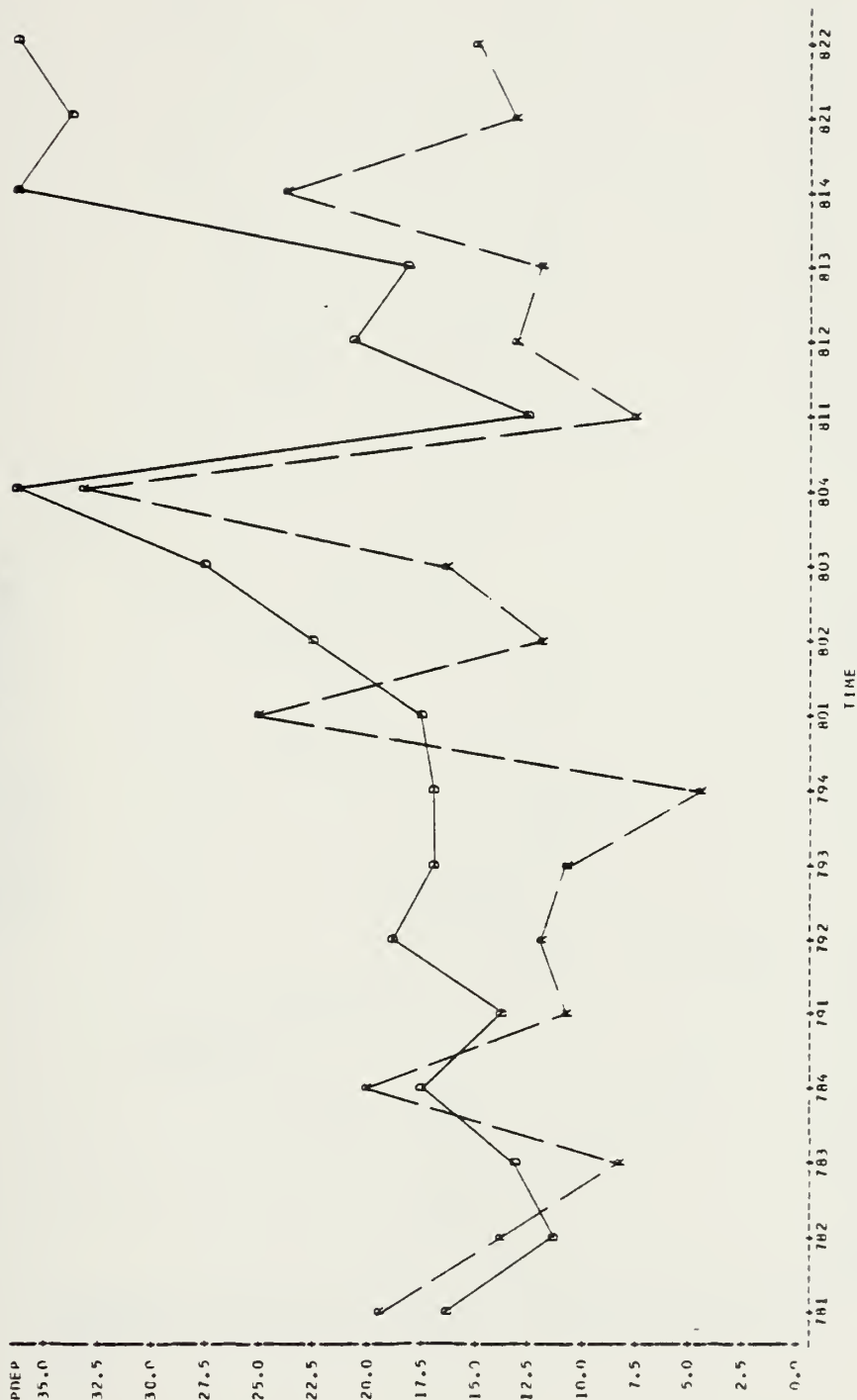




# STATISTICAL ANALYSIS SYSTEM

UIC-04620

PLOT OF PDEP\*TIME  
PLOT OF PREP\*TIME  
SYMBOL USED IS D  
SYMBOL USED IS X



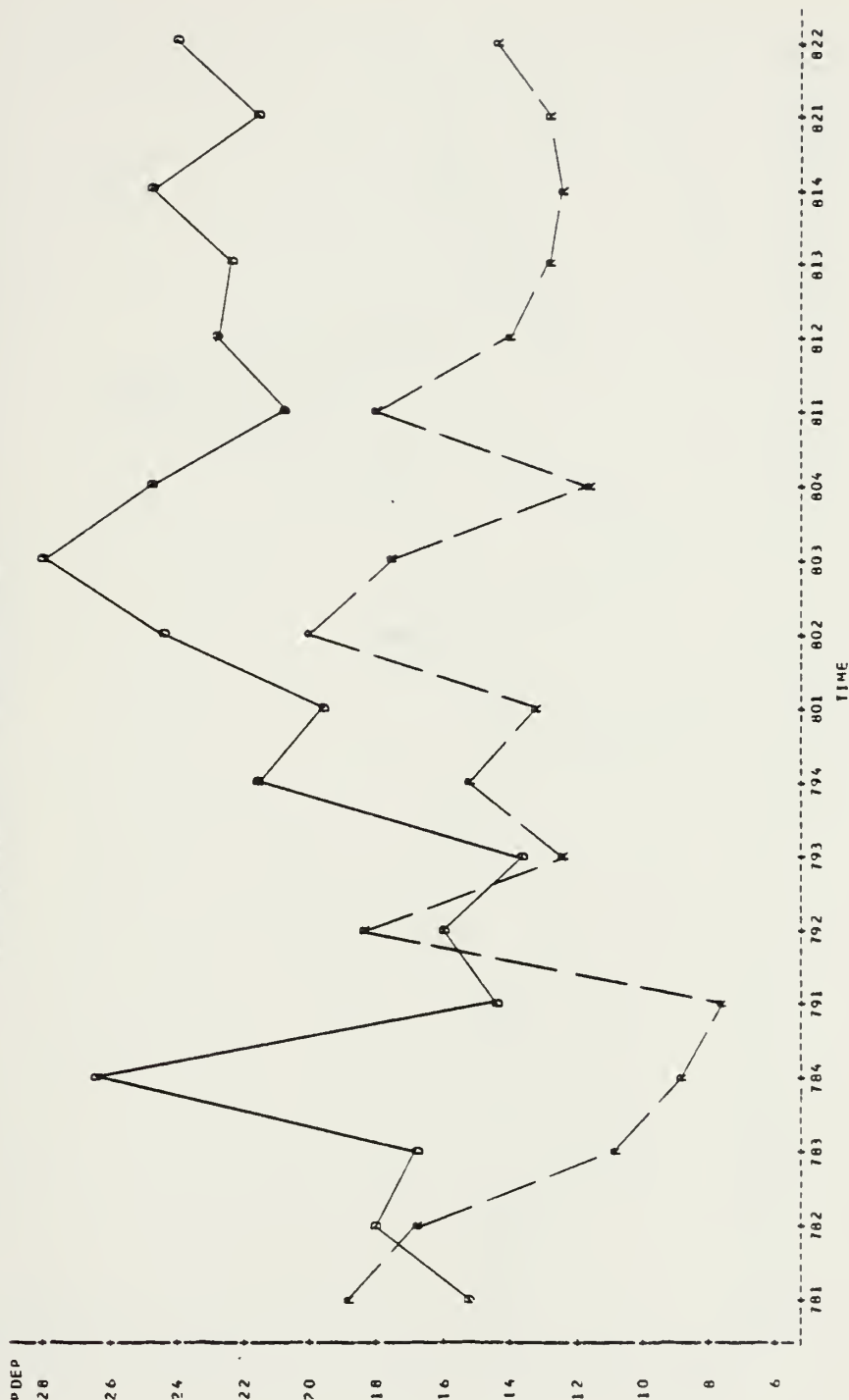
AS 18 ORION



# STATISTICAL ANALYSIS SYSTEM

UIC-04637

PLOT OF POEP\*TIME  
PLOT OF PREP\*TIME  
SYMBOL USED IS D  
SYMBOL USED IS R



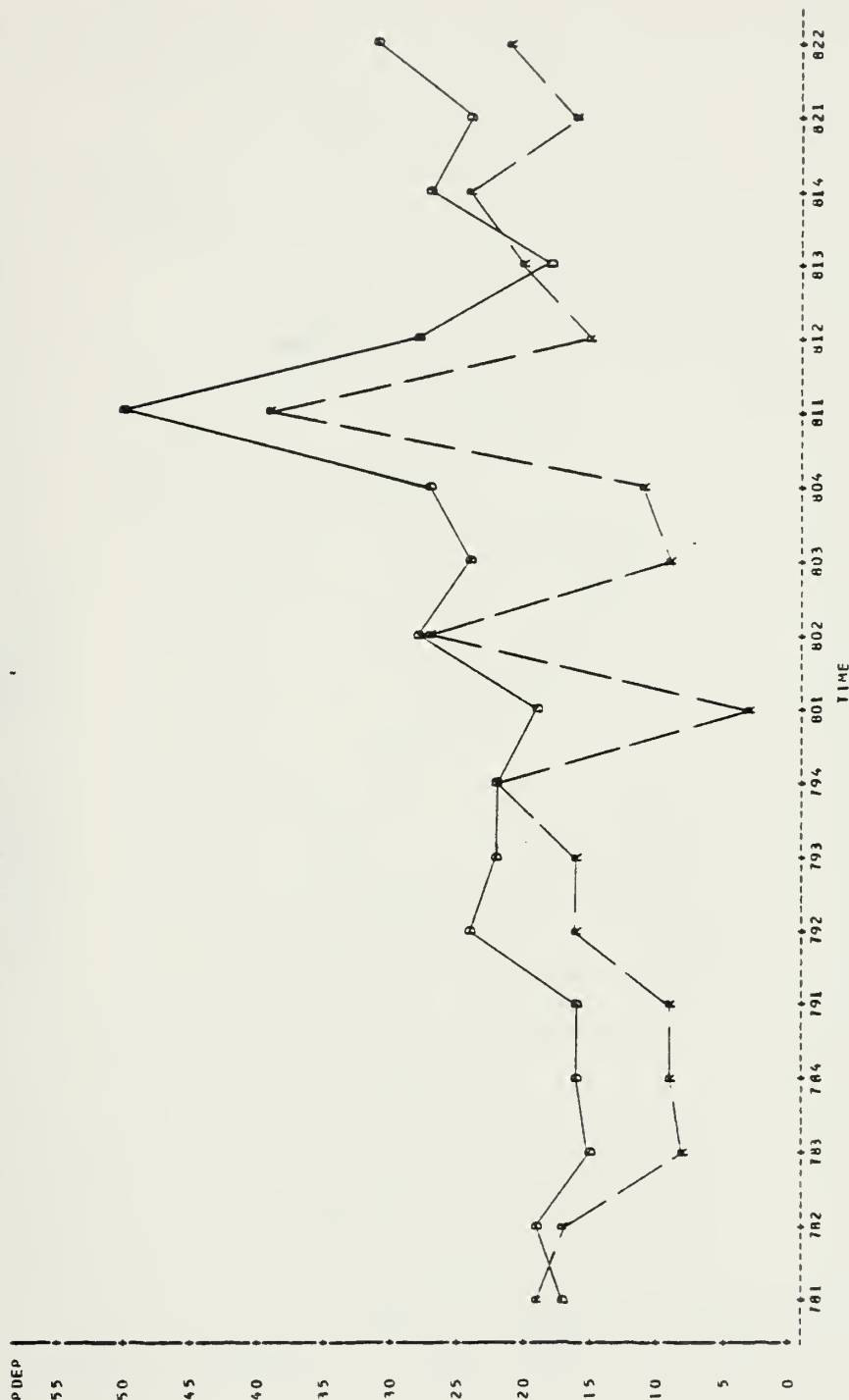
AD 17 PIEDMONT



# STATISTICAL ANALYSIS SYSTEM

UIC-04665

PLOT OF PDEP\*TIME  
PLOT OF PREP\*TIME  
SYMBOL USED IS D  
SYMBOL USED IS R

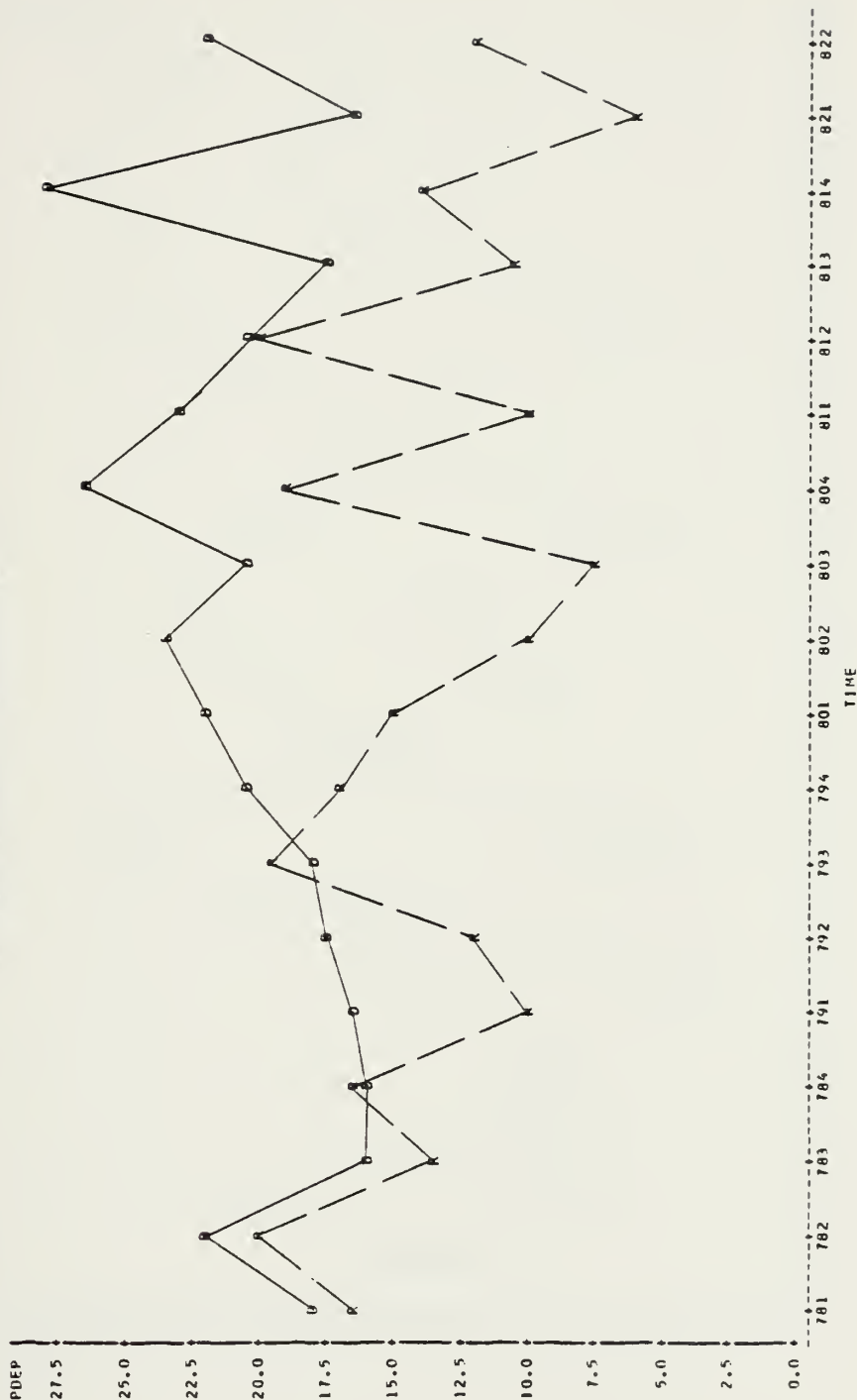


DDG 33 PARSONS



# STATISTICAL ANALYSIS SYSTEM

UIC-04666  
 PLOT OF PDEPOTIME SYMBOL USED IS D  
 PLOT OF PREPOTIME SYMBOL USED IS R



DD 950 RICHARD EDWARDS

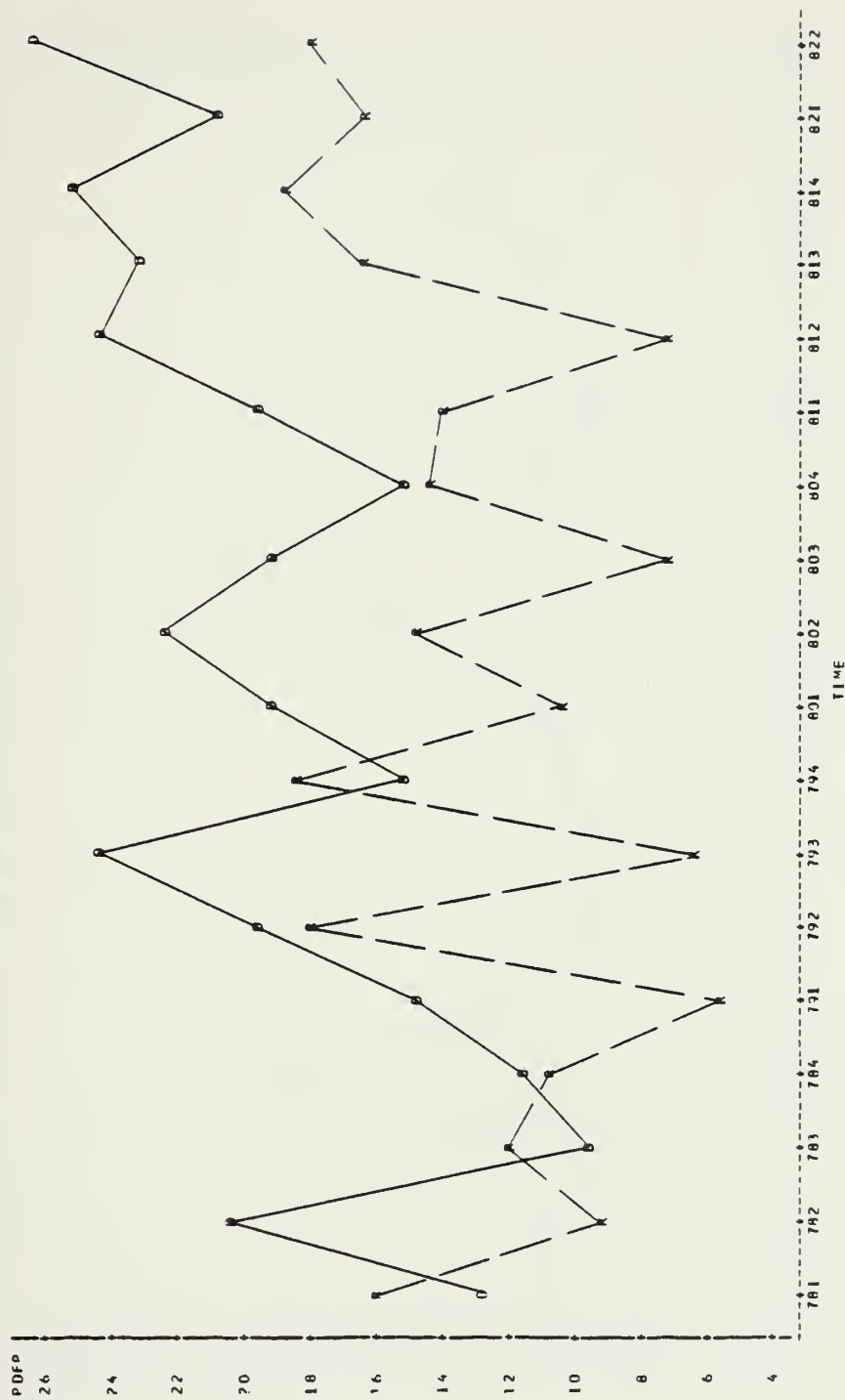




# STATISTICAL ANALYSIS SYSTEM

UIC=06674

PLOT OF PDEP\*TIME SYMBOL USED IS D  
PLOT OF PREP\*TIME SYMBOL USED IS R



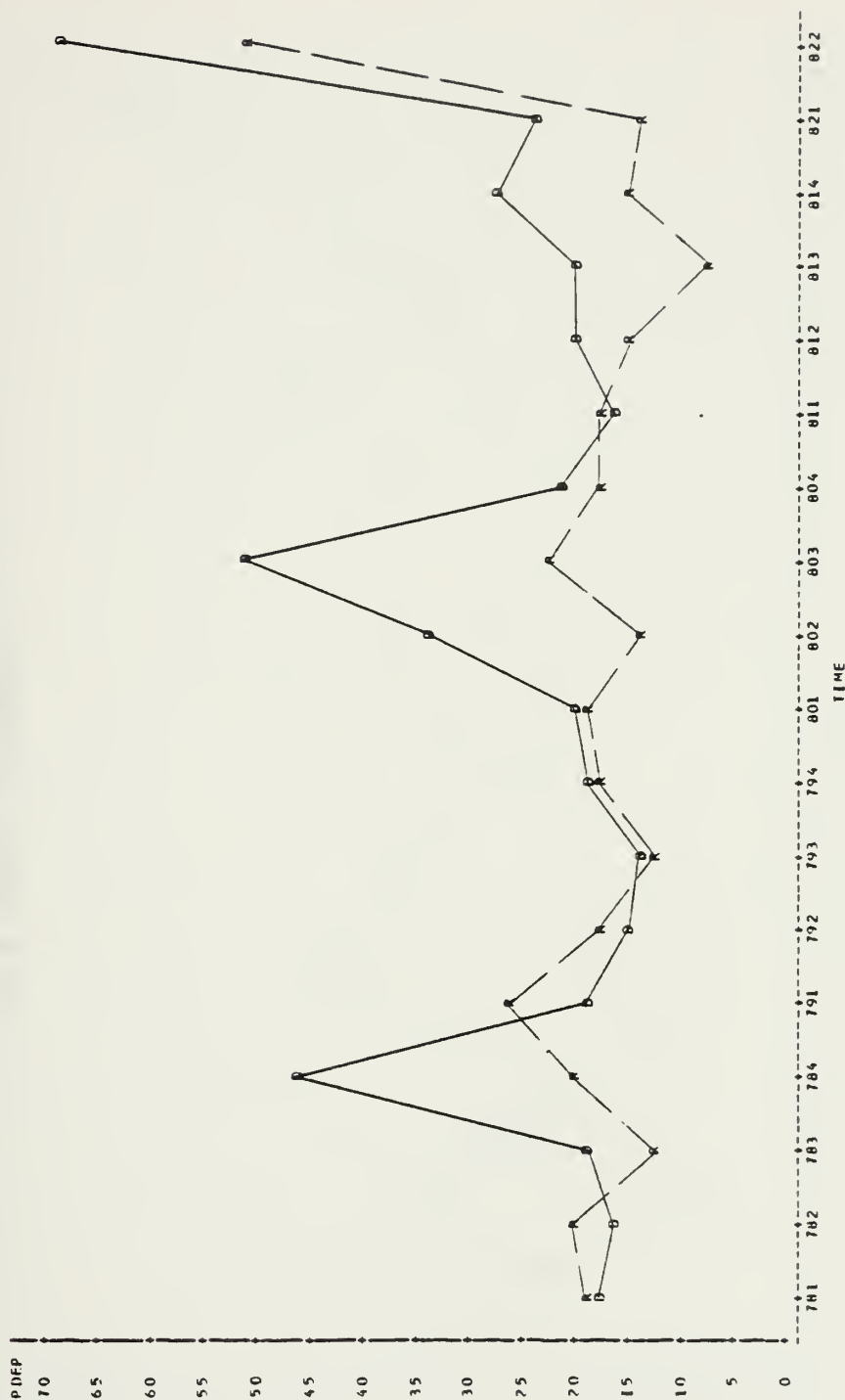
DDG & LYNDE MCCORMICK



# STATISTICAL ANALYSIS SYSTEM

UIC-04689

PLOT OF POP\*TIME SYMBOL USED IS D  
PLOT OF PREP\*TIME SYMBOL USED IS R



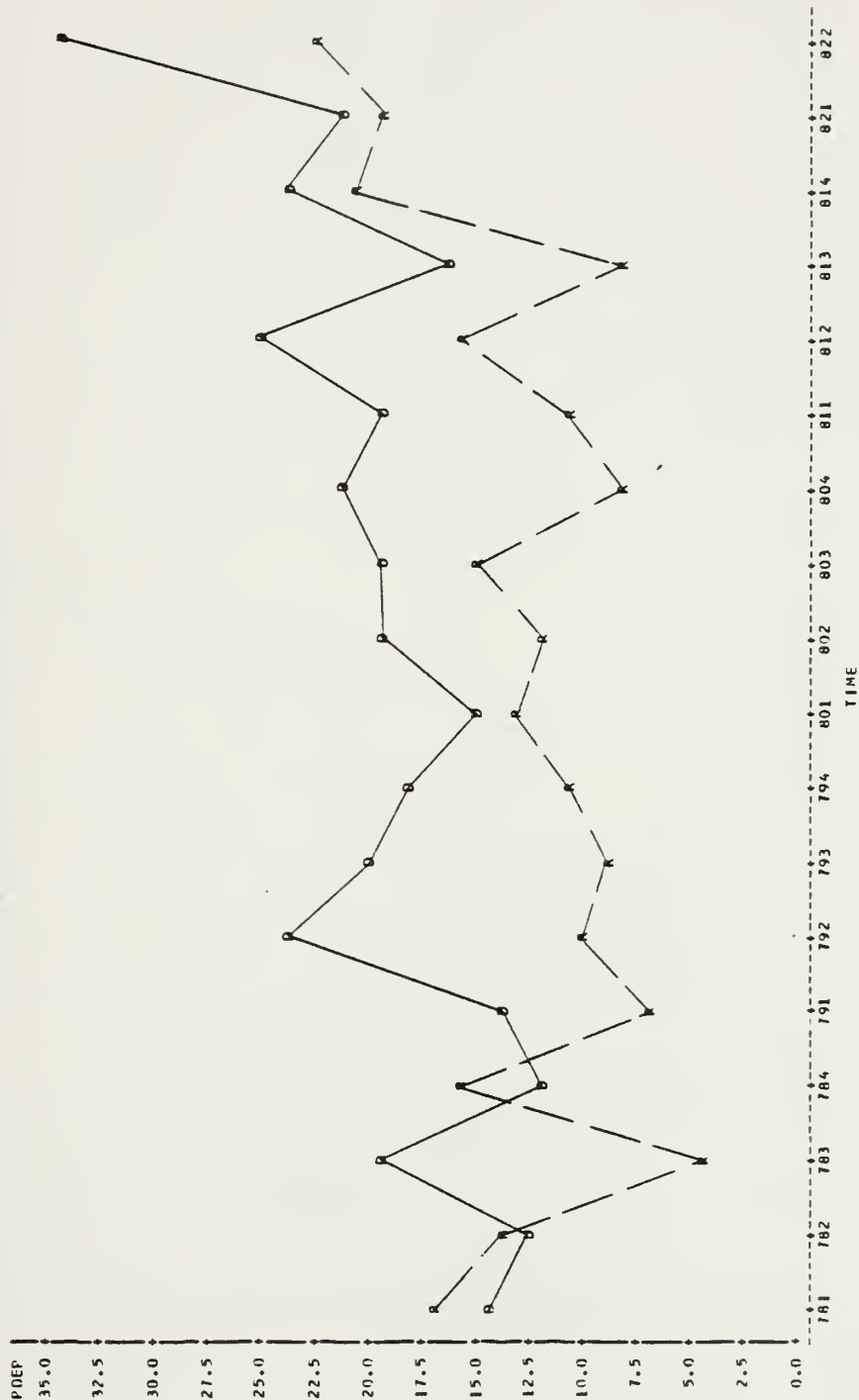
AS 31 HUNLEY



# STATISTICAL ANALYSIS SYSTEM

UIC=04698

PLOT OF PDEP\*TIME  
PLOT OF PREP\*TIME  
SYMBOL USED IS D  
SYMBOL USED IS R



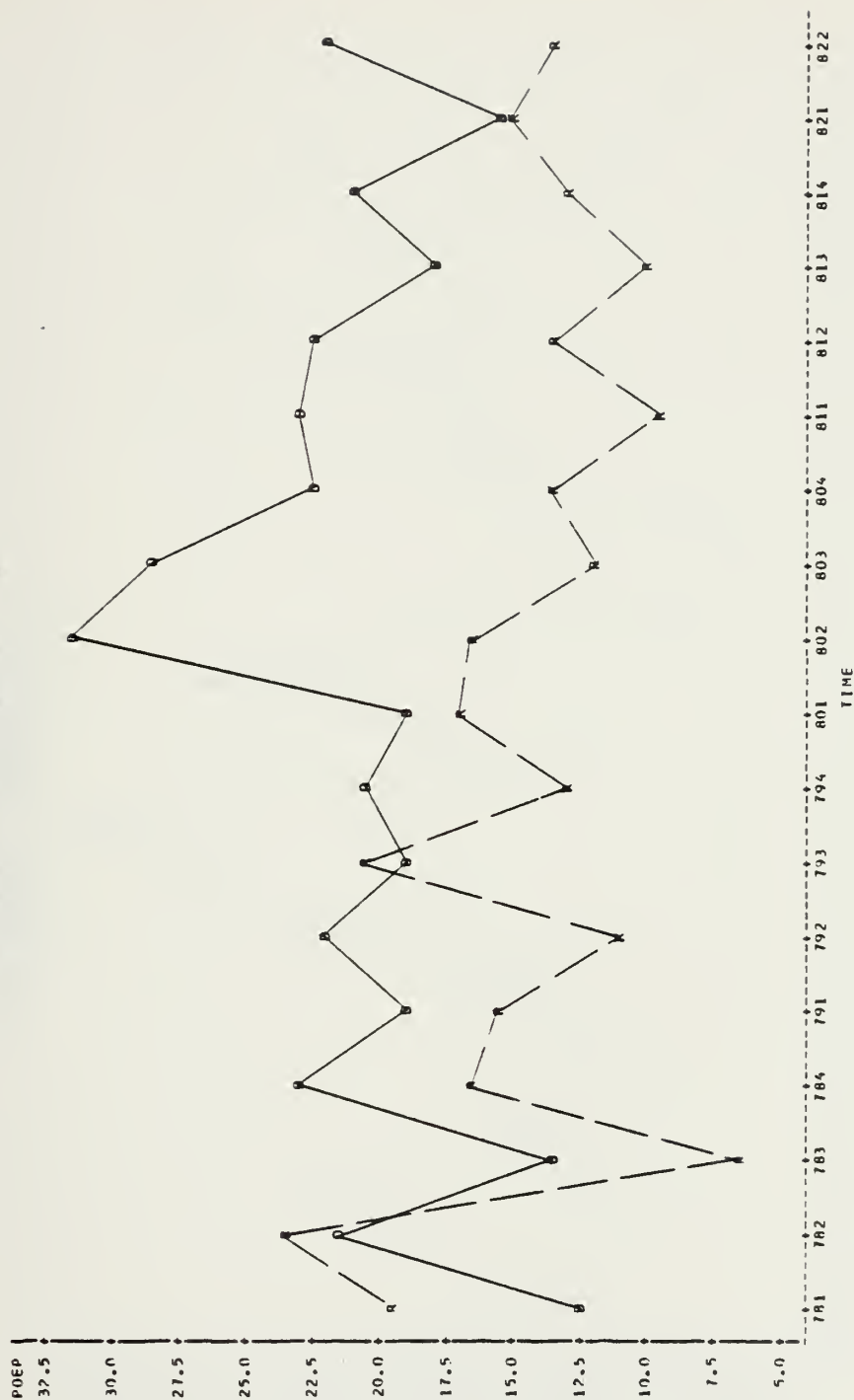
FFG 5 RICHARD L PAGE



# STATISTICAL ANALYSIS SYSTEM

UIC-04951

PLOT OF POEP\*TIME SYMBOL USED IS D  
PLOT OF PREP\*TIME SYMBOL USED IS R



AO 51 ASHTABULA

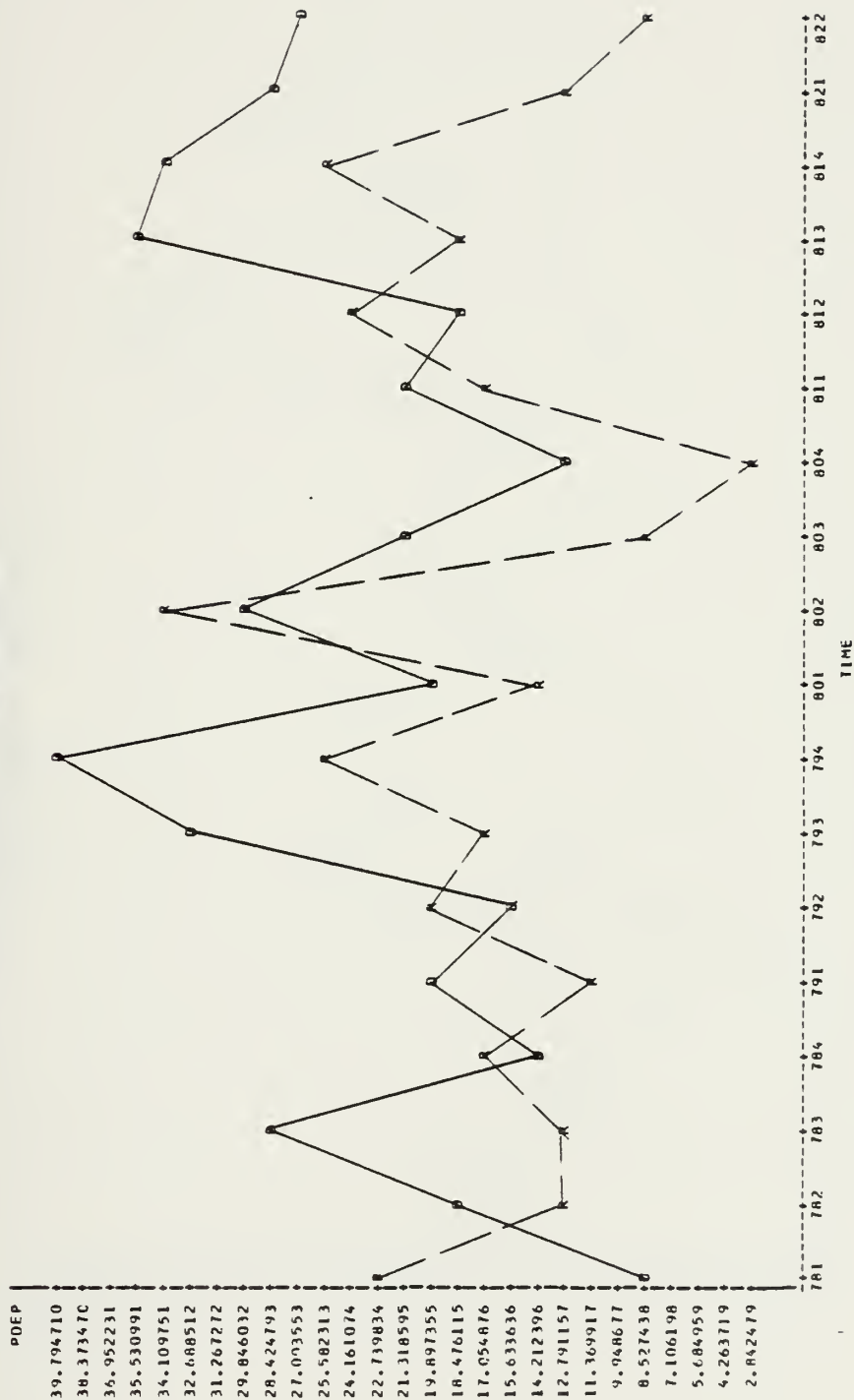




# STATISTICAL ANALYSIS SYSTEM

UIC-05604

PLOT OF PUEP\*TIME  
PLOT OF PREP\*TIME  
SYMBOL USED IS D  
SYMBOL USED IS R



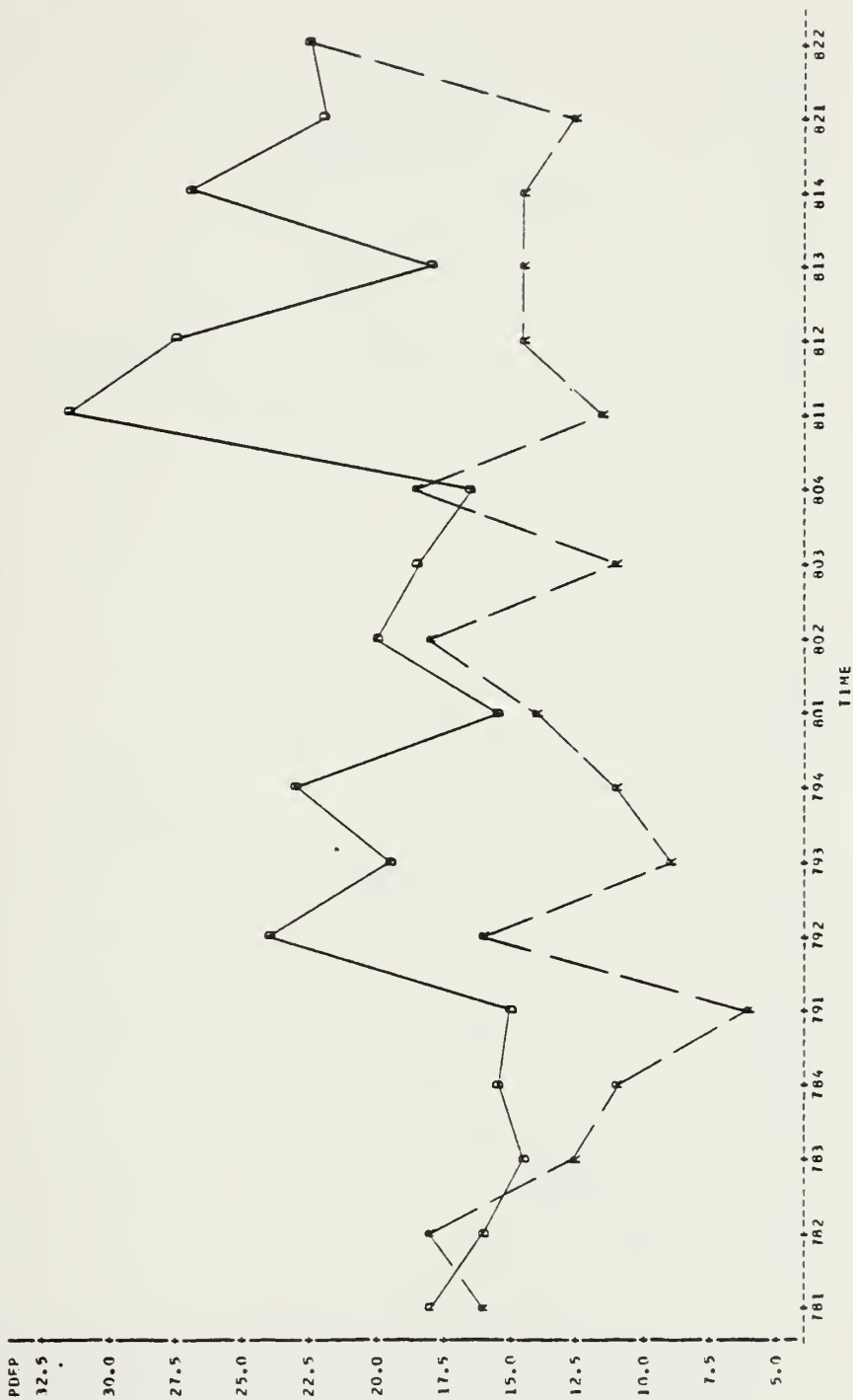
SS 581 BLUEBACK



# STATISTICAL ANALYSIS SYSTEM

UIC-05833

PLOT OF PDEPOTIME  
PLOT OF PREPOTIME  
SYMBOL USED IS D  
SYMBOL USED IS R



AOE 2 CAMDEN

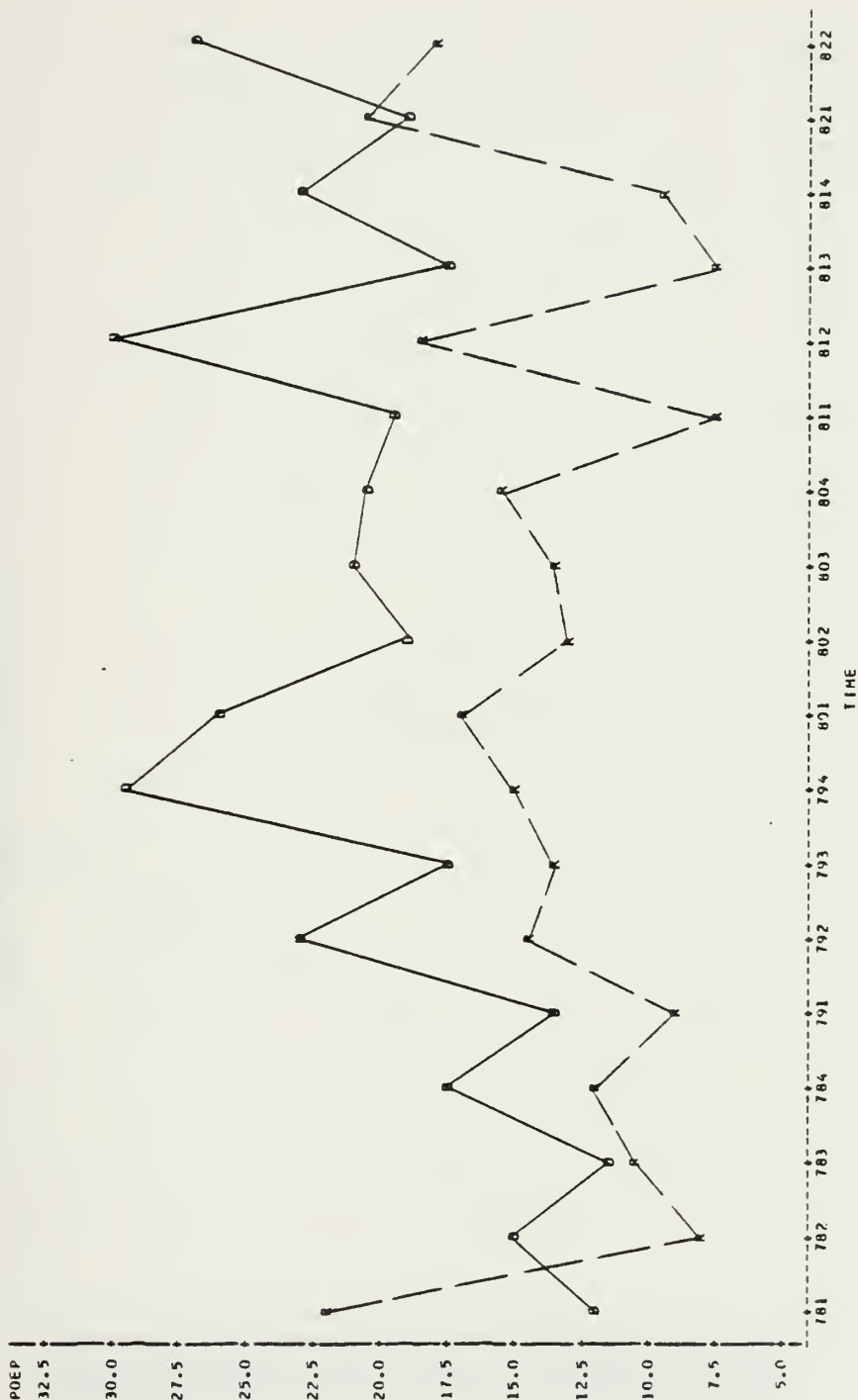


# STATISTICAL ANALYSIS SYSTEM

UIC-05836

PLOT OF POEP\*TIME  
PLOT OF PREP\*TIME

SYMBOL USED IS D  
SYMBOL USED IS R



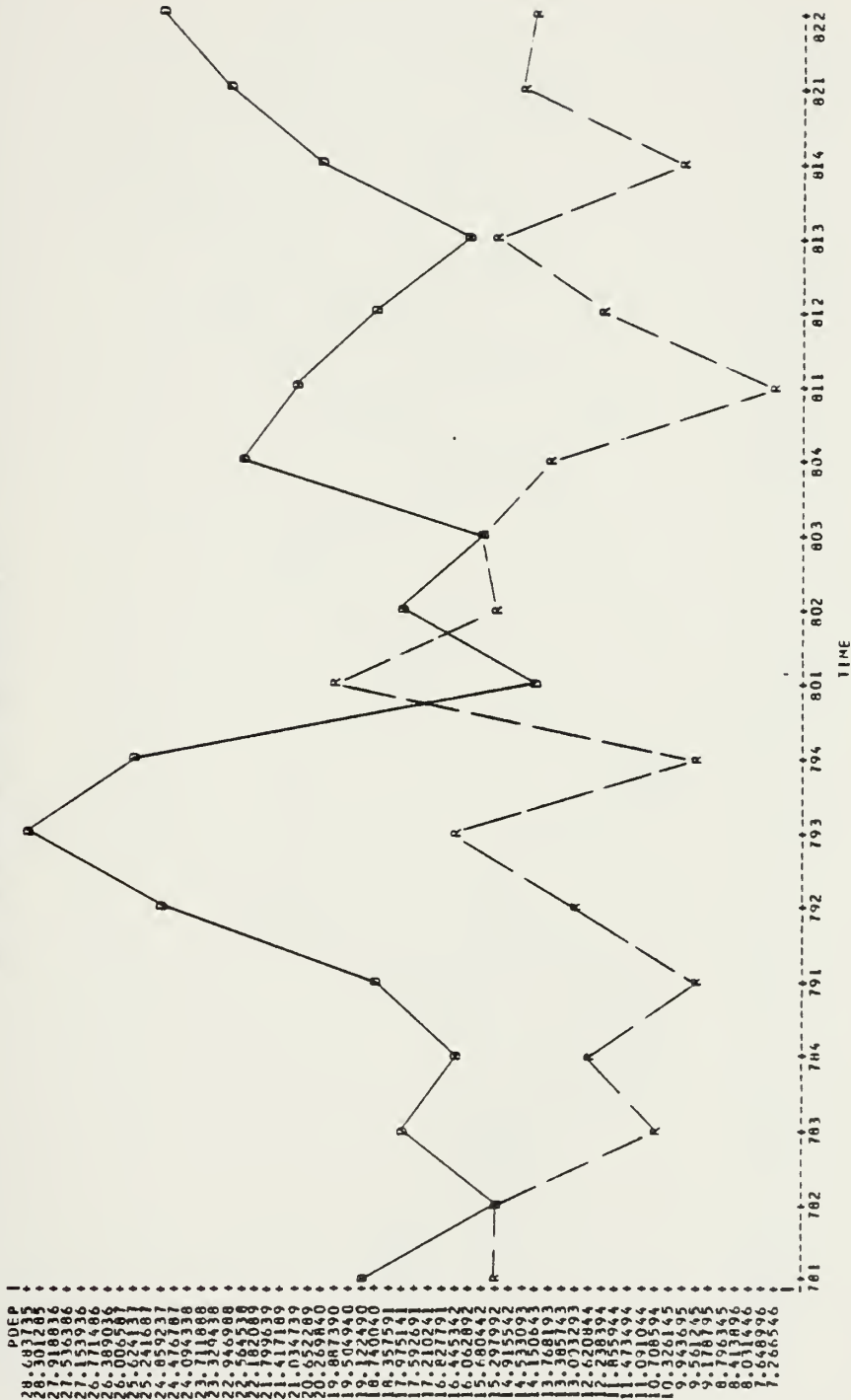
AFS 5 CONCORD



# STATISTICAL ANALYSIS SYSTEM

UIC-05847

PLOT OF PREPOTIME  
PLOT OF PREPOTIME  
SYMBOL USED IS D  
SYMBOL USED IS R



LKA 116 ST LOUIS



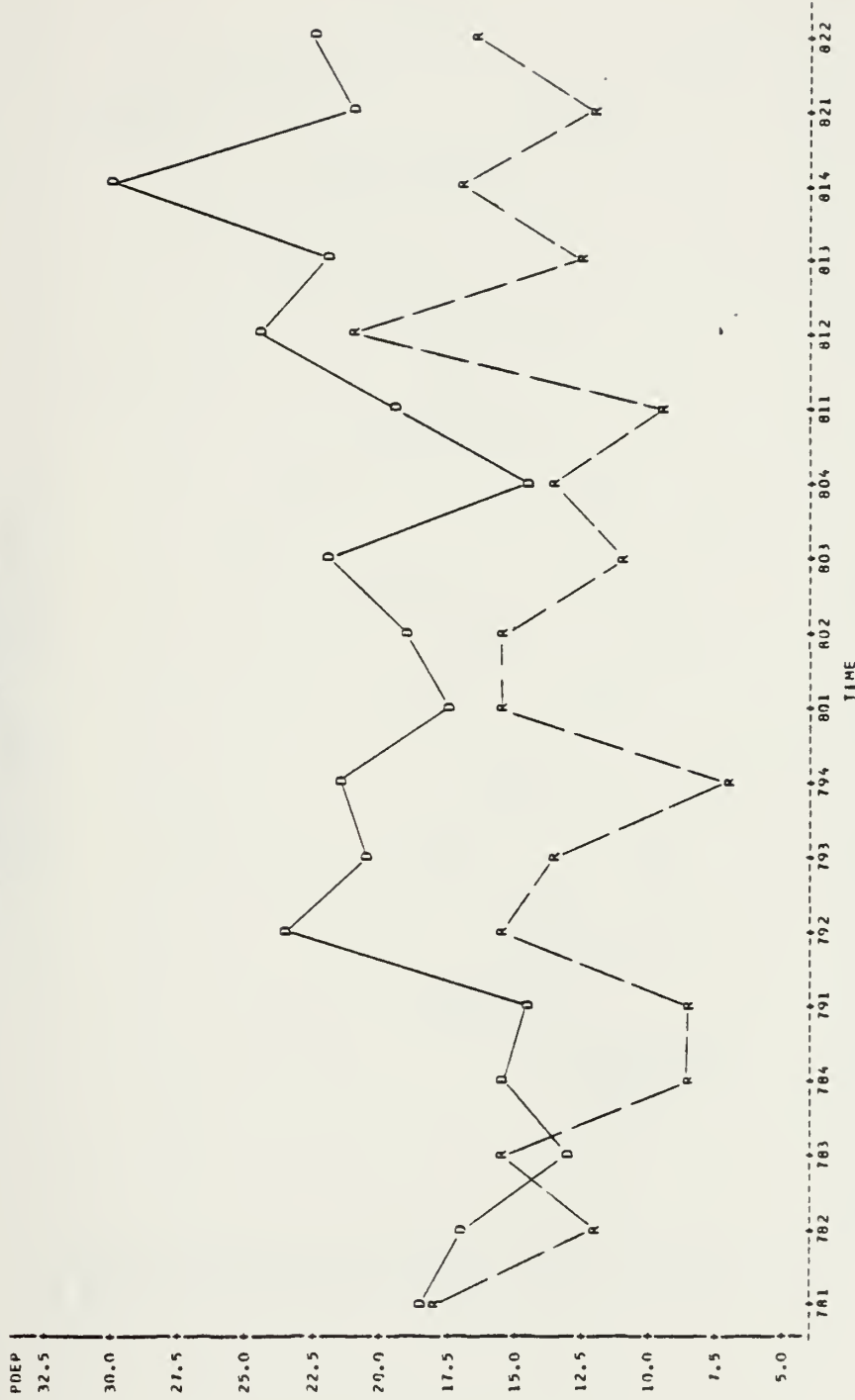


# STATISTICAL ANALYSIS SYSTEM

UIC-07103

PLOT OF POEP\*TIME  
PLOT OF PREP\*TIME

SYMBOL USED IS D  
SYMBOL USED IS R



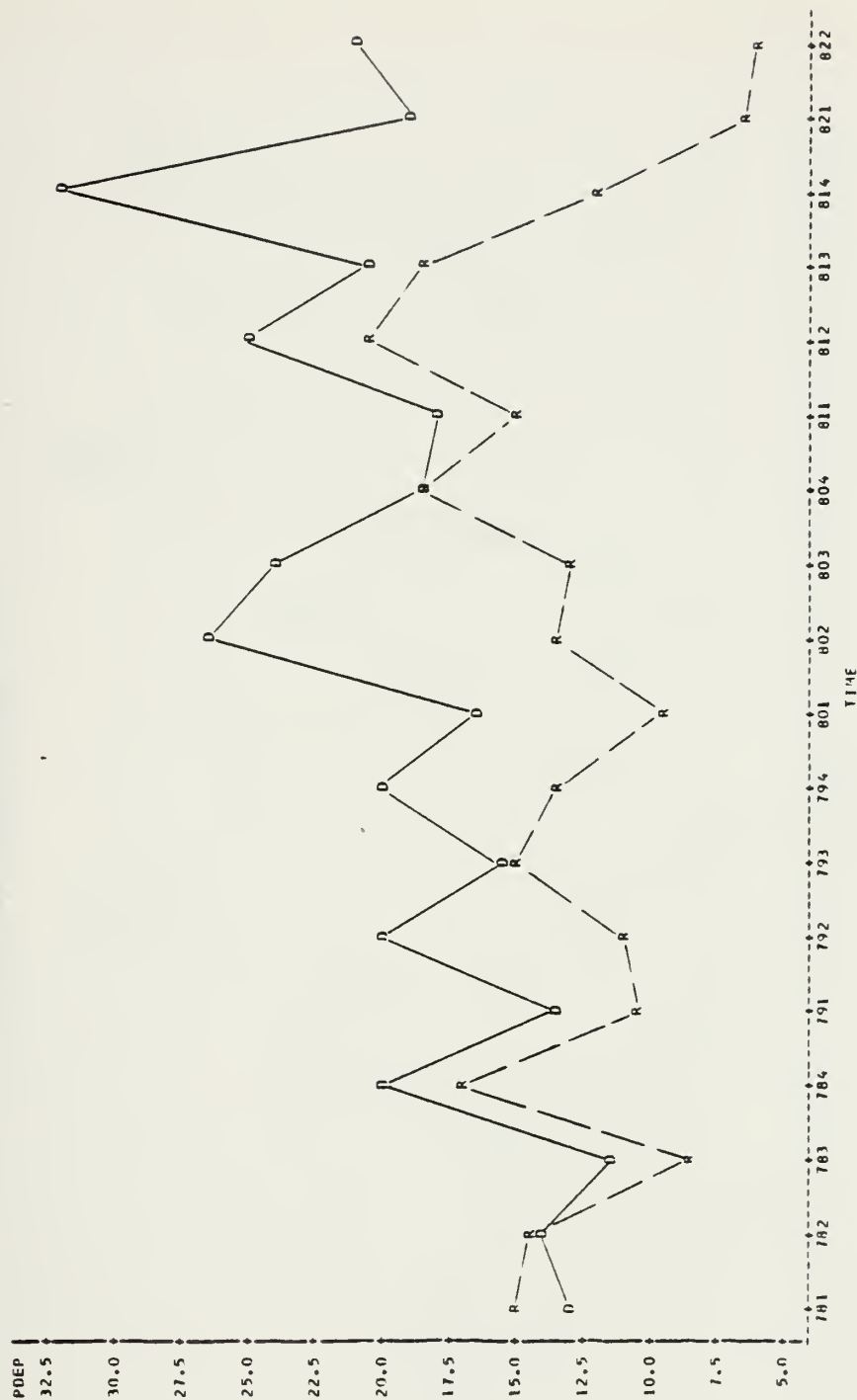
LPD 9 DENVER



# STATISTICAL ANALYSIS SYSTEM

UIC-07351

PLOT OF PDEP TIME SYMBOL USED IS D  
PLOT OF PREP TIME SYMBOL USED IS R



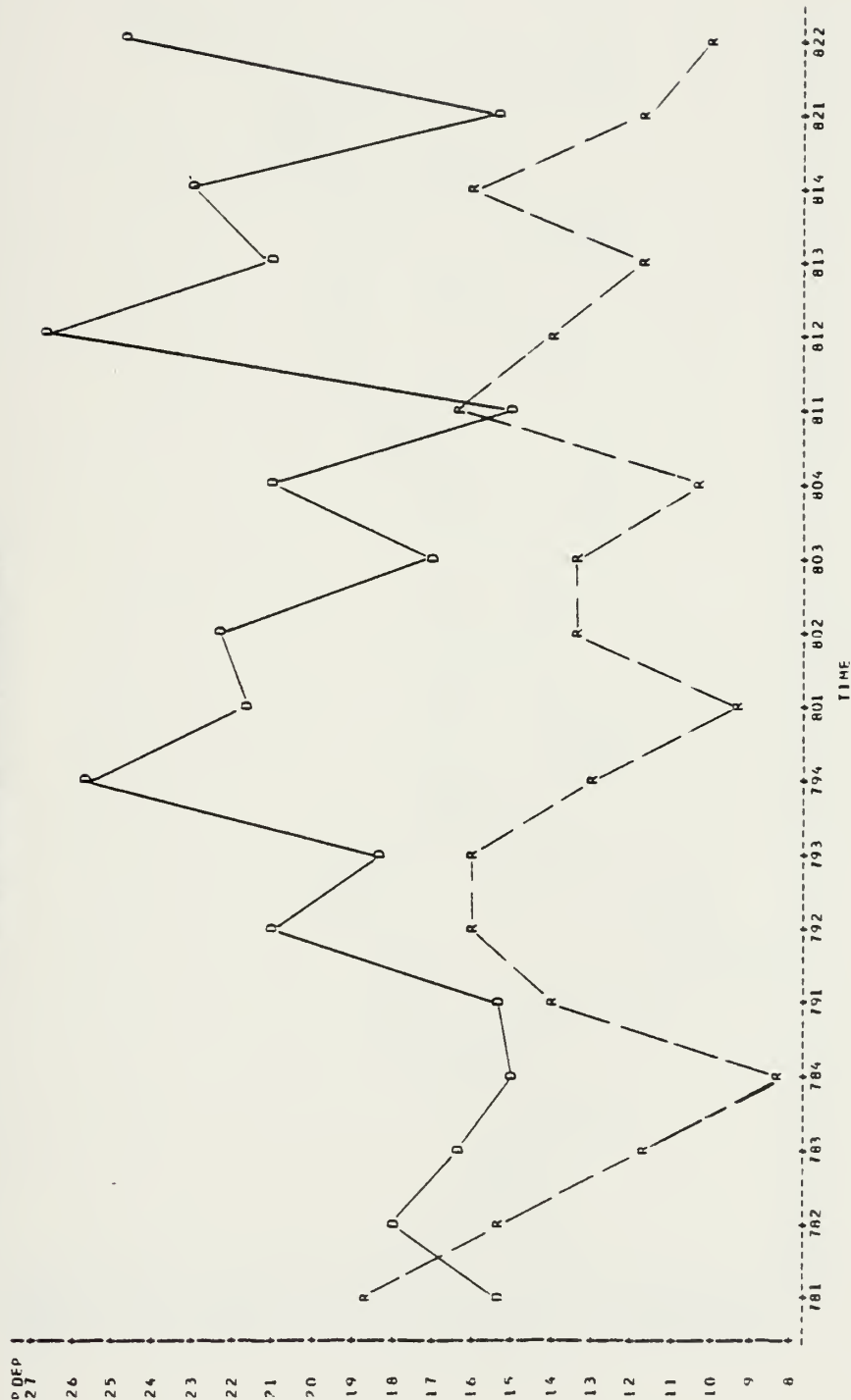
LPH 3 OKINAWA



# STATISTICAL ANALYSIS SYSTEM

UIC=08808

PLOT OF POSTTIME SYMBOL USED IS D  
PLOT OF PRETIME SYMBOL USED IS R



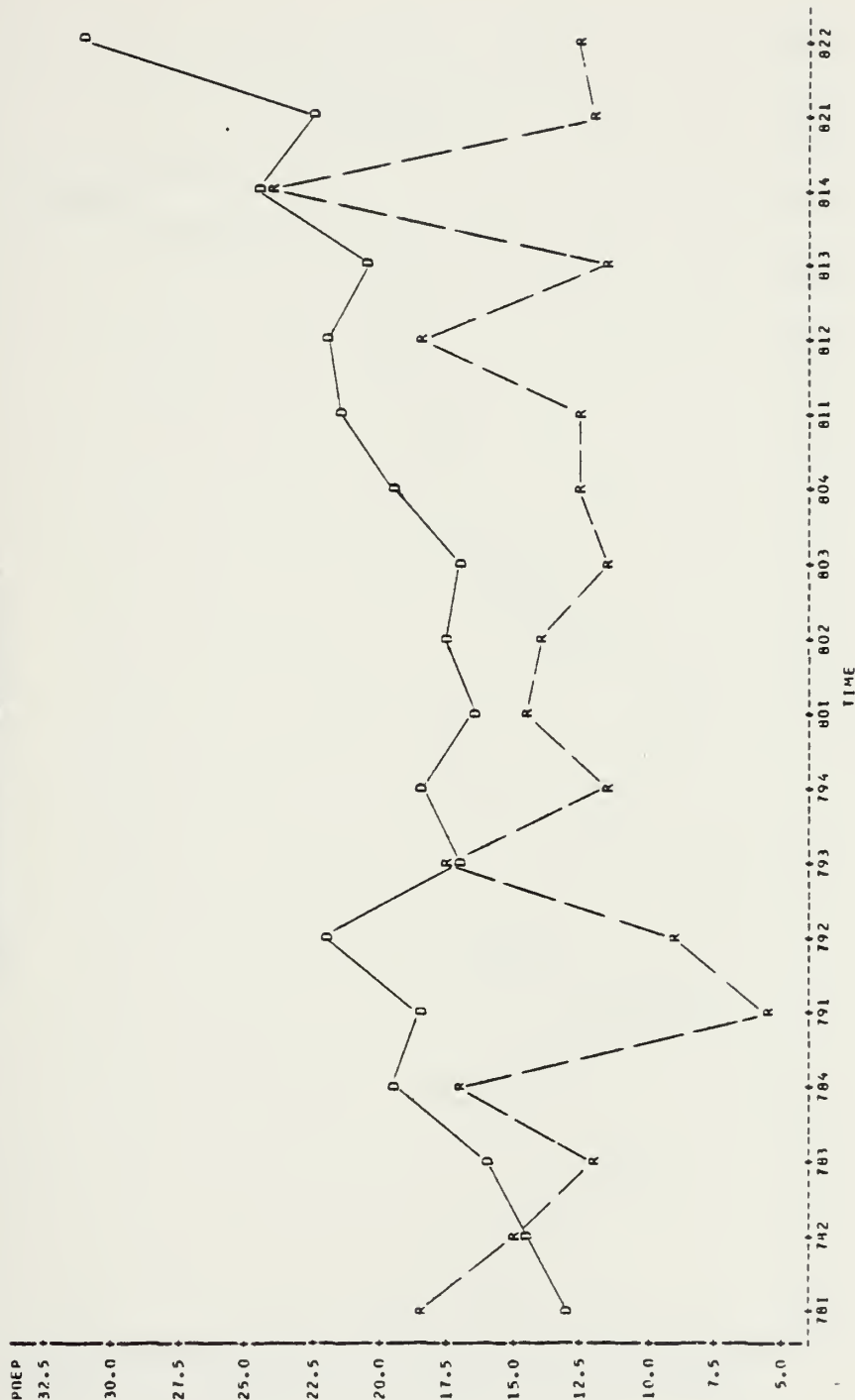
AR 5 VULCAN



# STATISTICAL ANALYSIS SYSTEM

UIC-08809

PLOT OF PREP TIME  
PLOT OF PREP TIME  
SYMBOL USED IS D  
SYMBOL USED IS R



AR 7 HECTOR

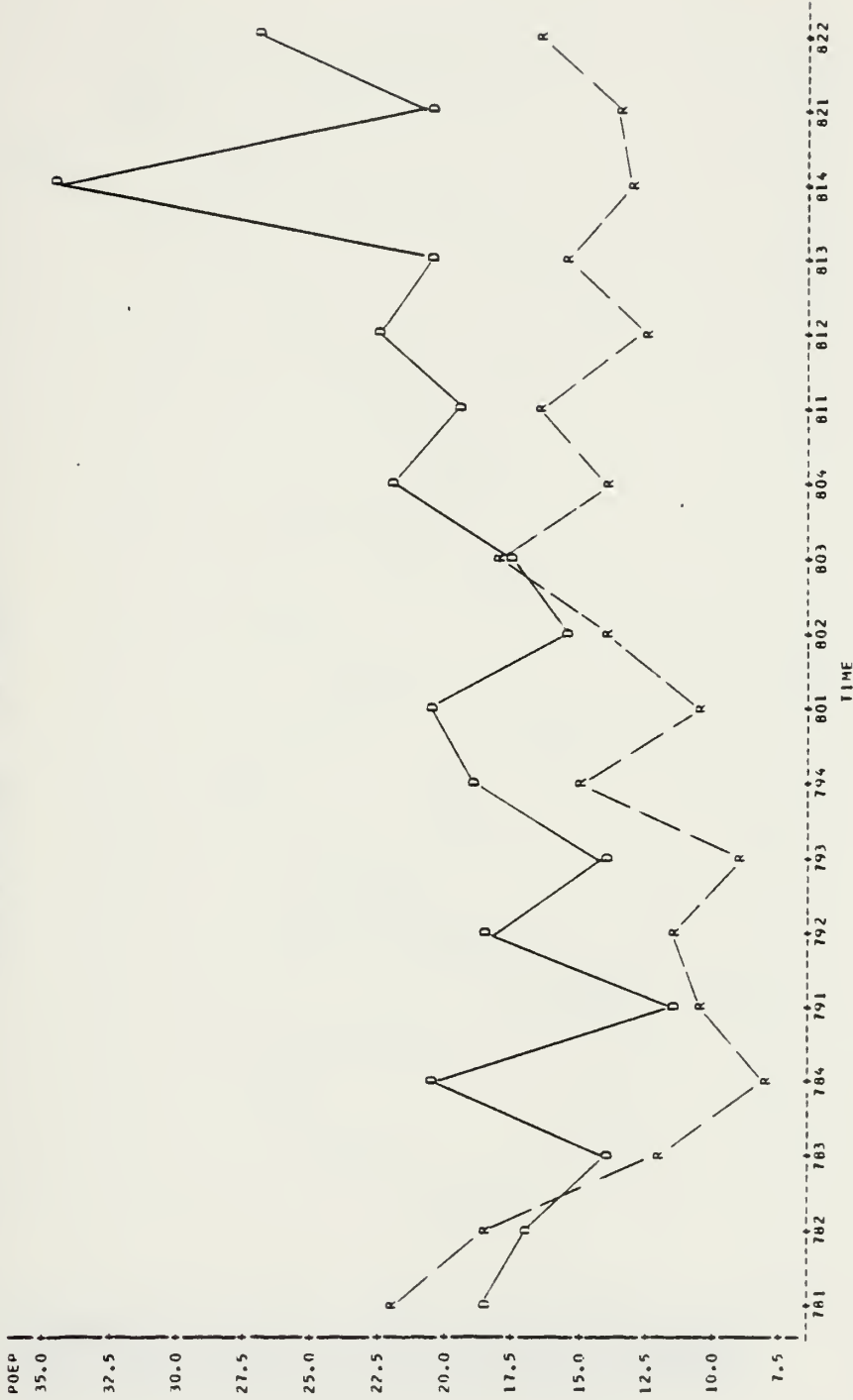




STATISTICAL ANALYSIS SYSTEM

UIC-20012

PLOT OF PREP TIME  
 SYMBOL USED IS D  
 SYMBOL USED IS R



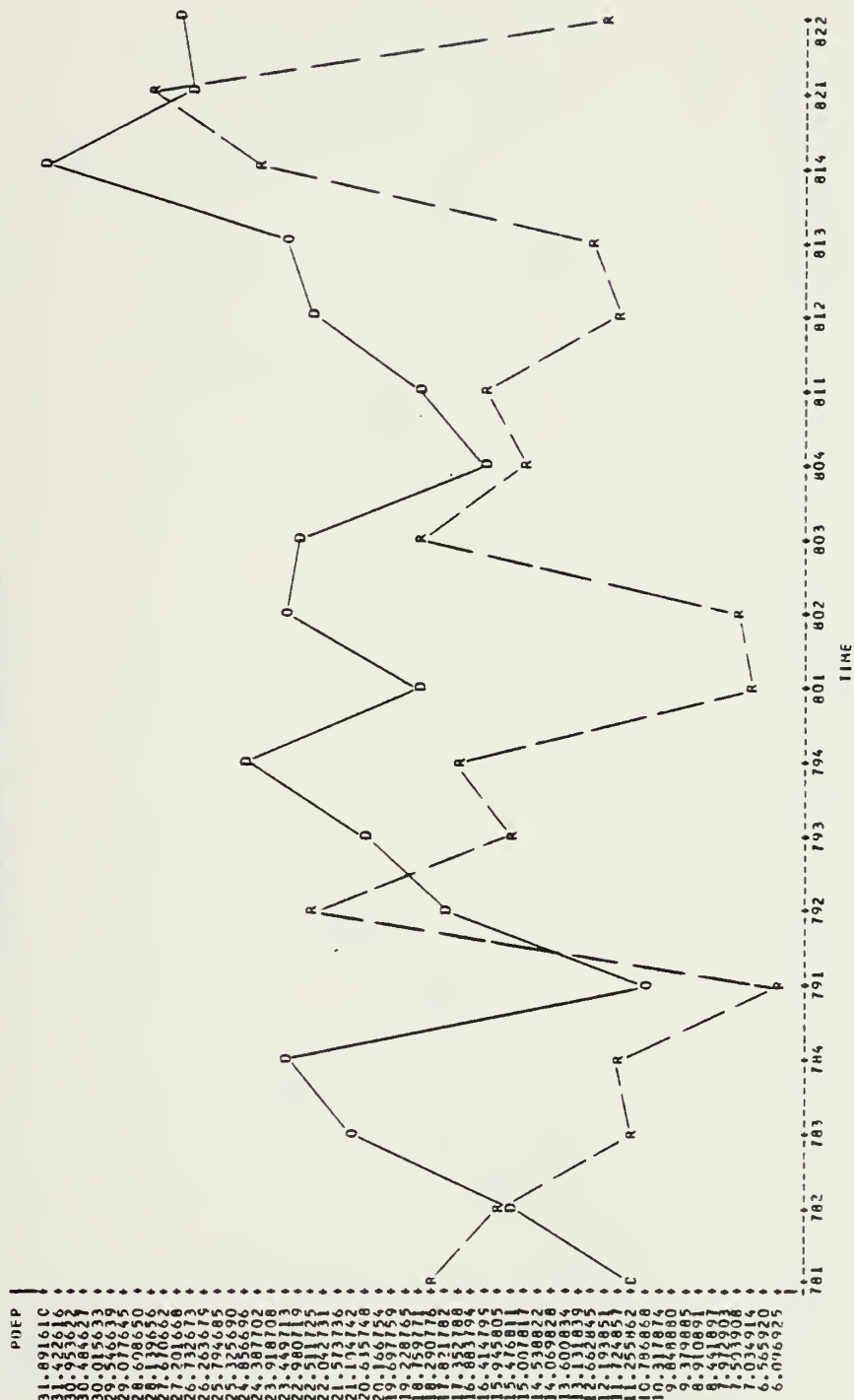
LSD 37 PORTLAND



# STATISTICAL ANALYSIS SYSTEM

UIC=20050

PLOT OF POST+TIME SYMBOL USED IS O  
PLOT OF PREP+TIME SYMBOL USED IS R



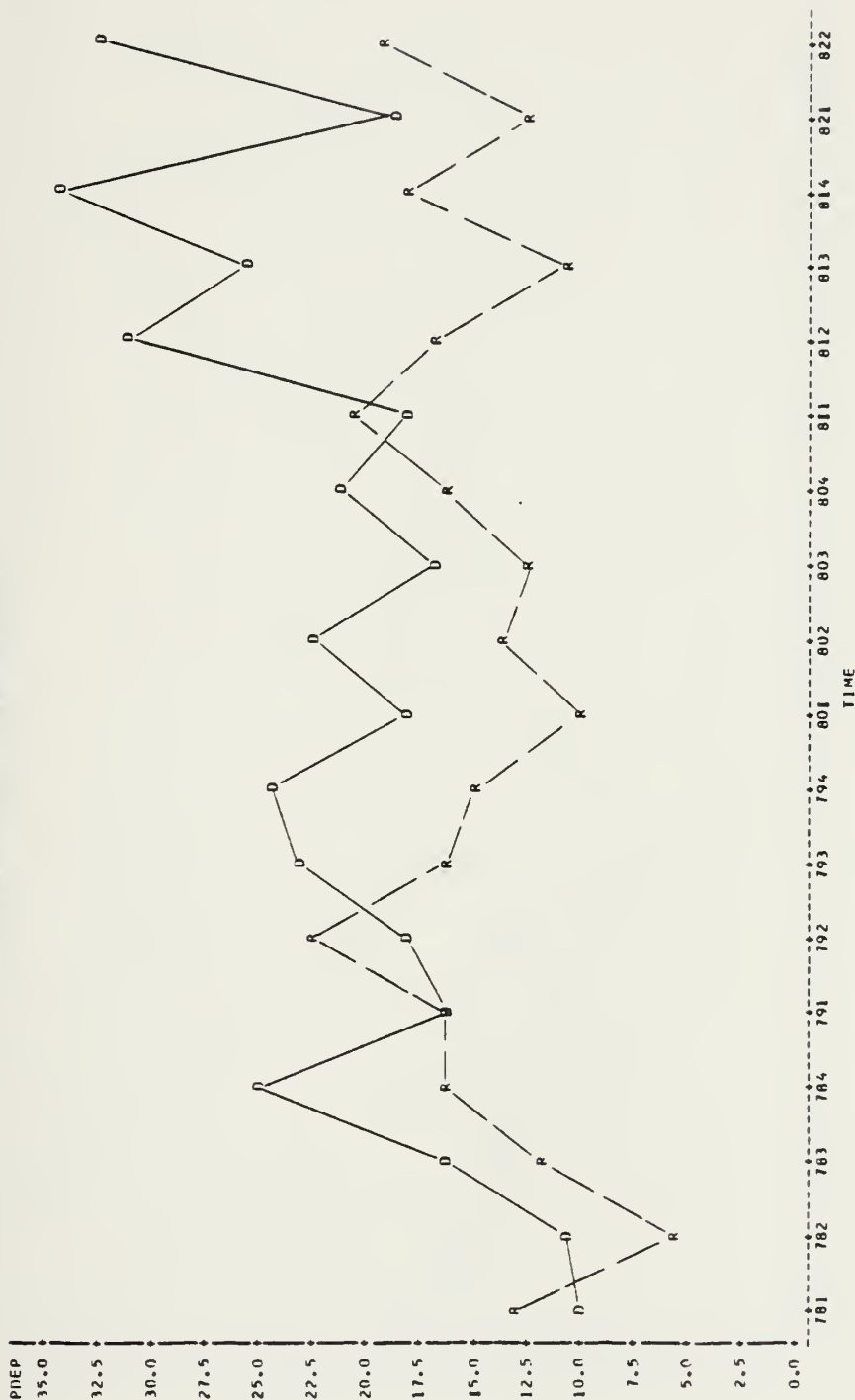
FF 1079 BOWEN



# STATISTICAL ANALYSIS SYSTEM

UIC-20058

PLOT OF PDEP+TIME  
PLOT OF PREP+TIME  
SYMBOL USED IS D  
SYMBOL USED IS R



FF 1087 KIRK

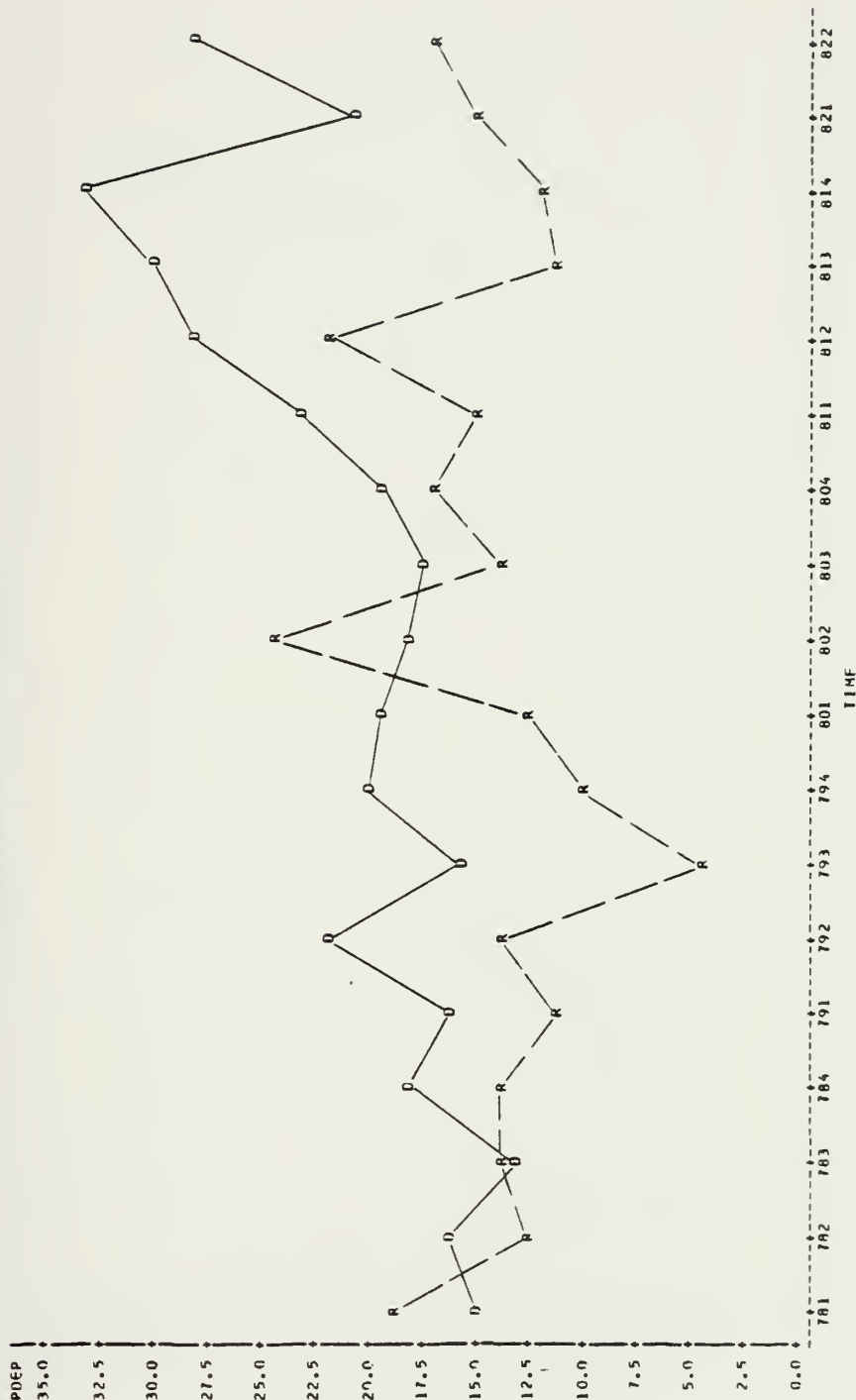


# STATISTICAL ANALYSIS SYSTEM

UIC-20112

PLOT OF PDEP\*TIME  
PLOT OF PREP\*TIME

SYMBOL USED IS D  
SYMBOL USED IS R



AE 29 MOUNT HOOD

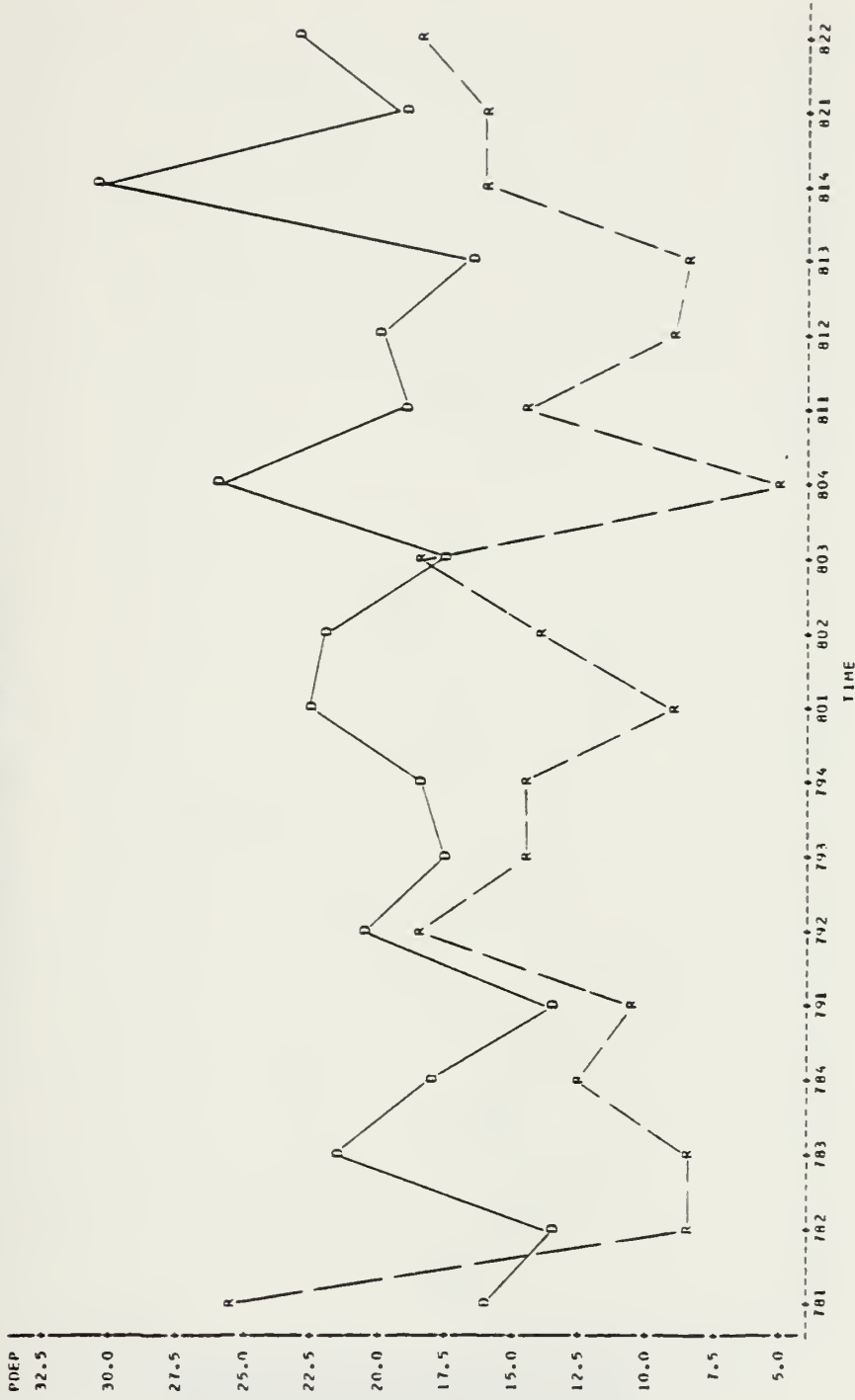




# STATISTICAL ANALYSIS SYSTEM

UIC-20123

PLOT OF PDEP\*TIME  
PLOT OF PREP\*TIME



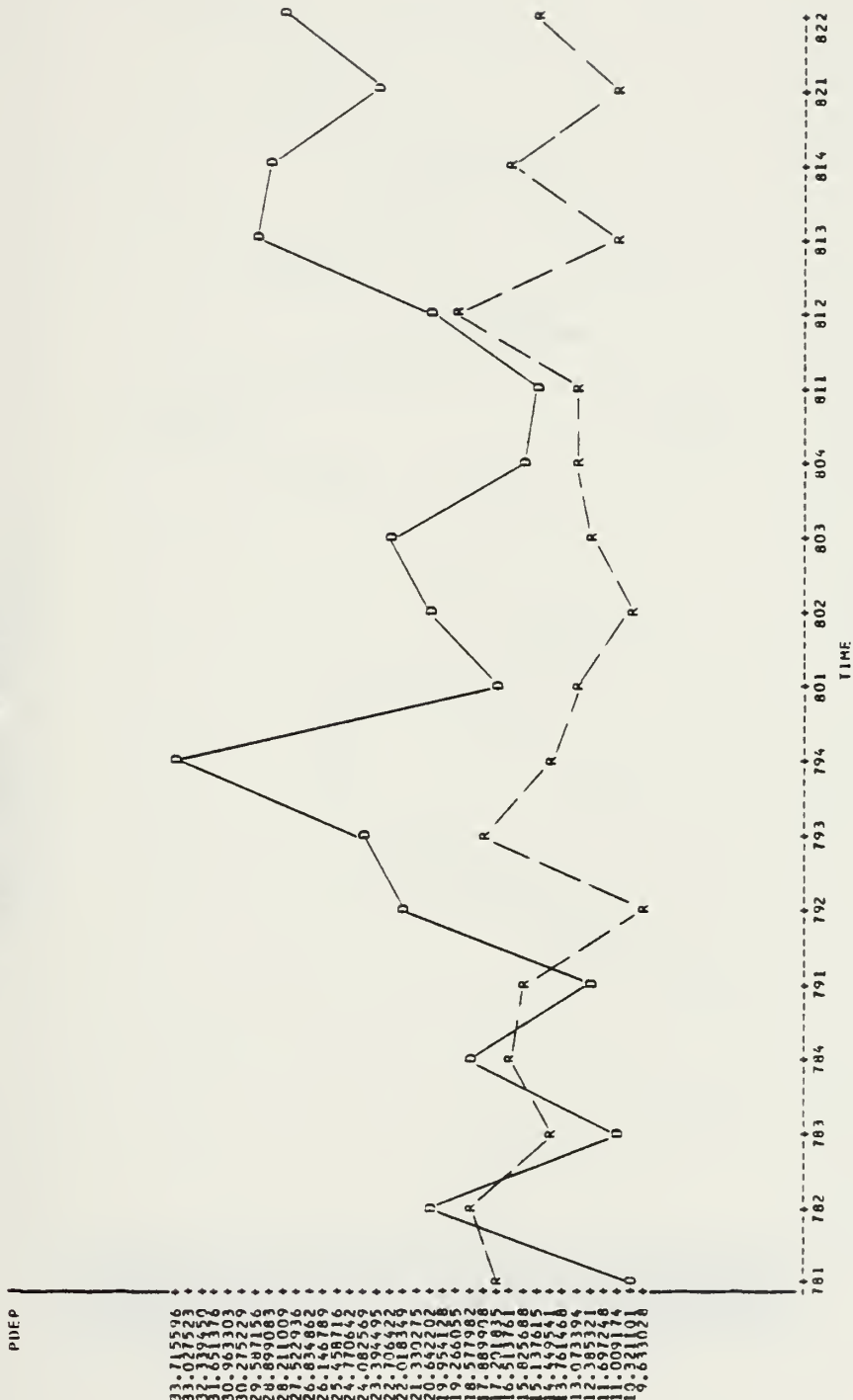
AOR 4 SAVANNAH



# STATISTICAL ANALYSIS SYSTEM

UIC-20143

PLOT OF PREP\*TIME  
 SYMBOL USED IS D  
 SYMBOL USED IS R



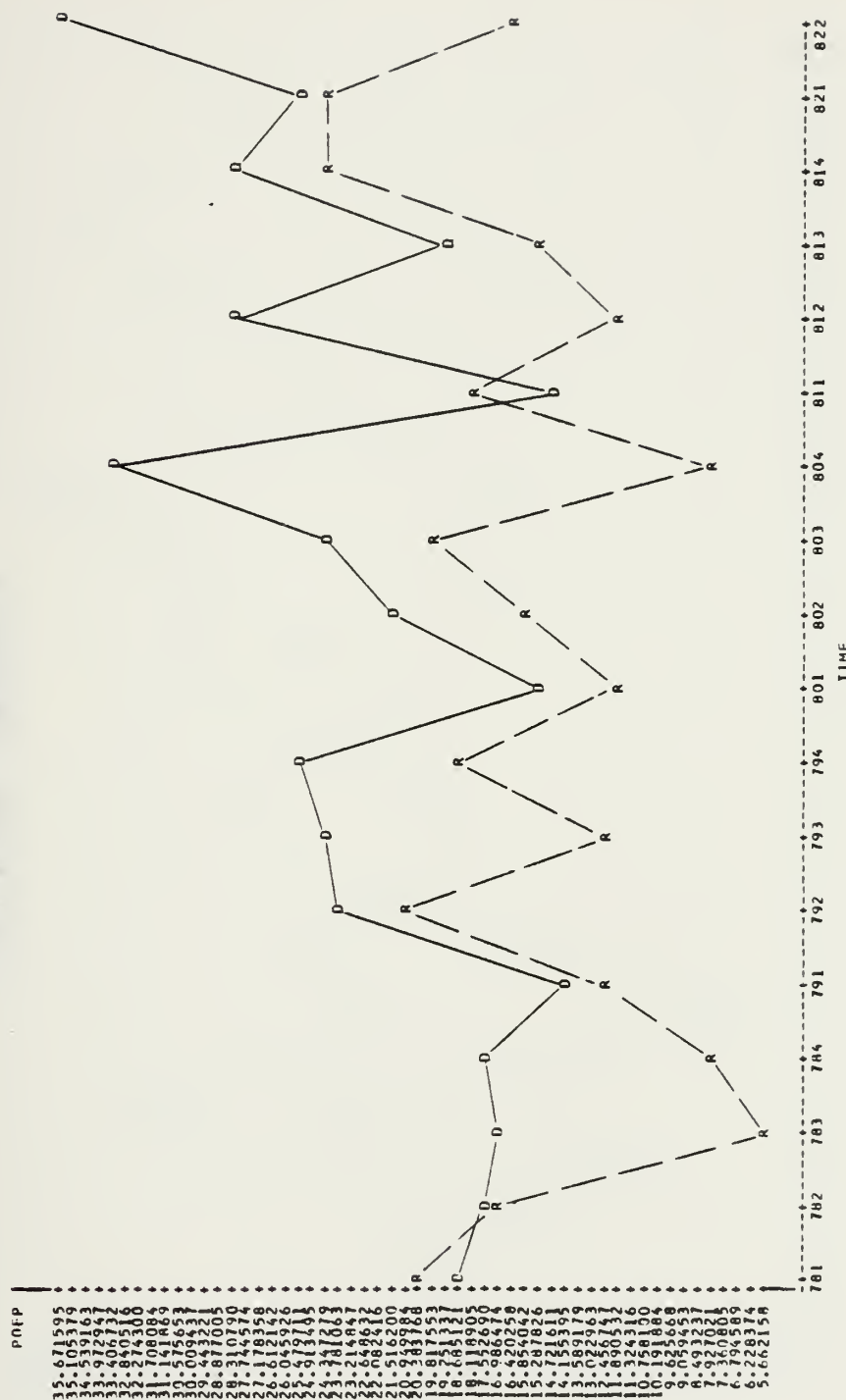
ASR 21 PIGEON



STATISTICAL ANALYSIS SYSTEM

UIC-20223

PLOT OF PREP TIME  
SYMBOL USED IS D R



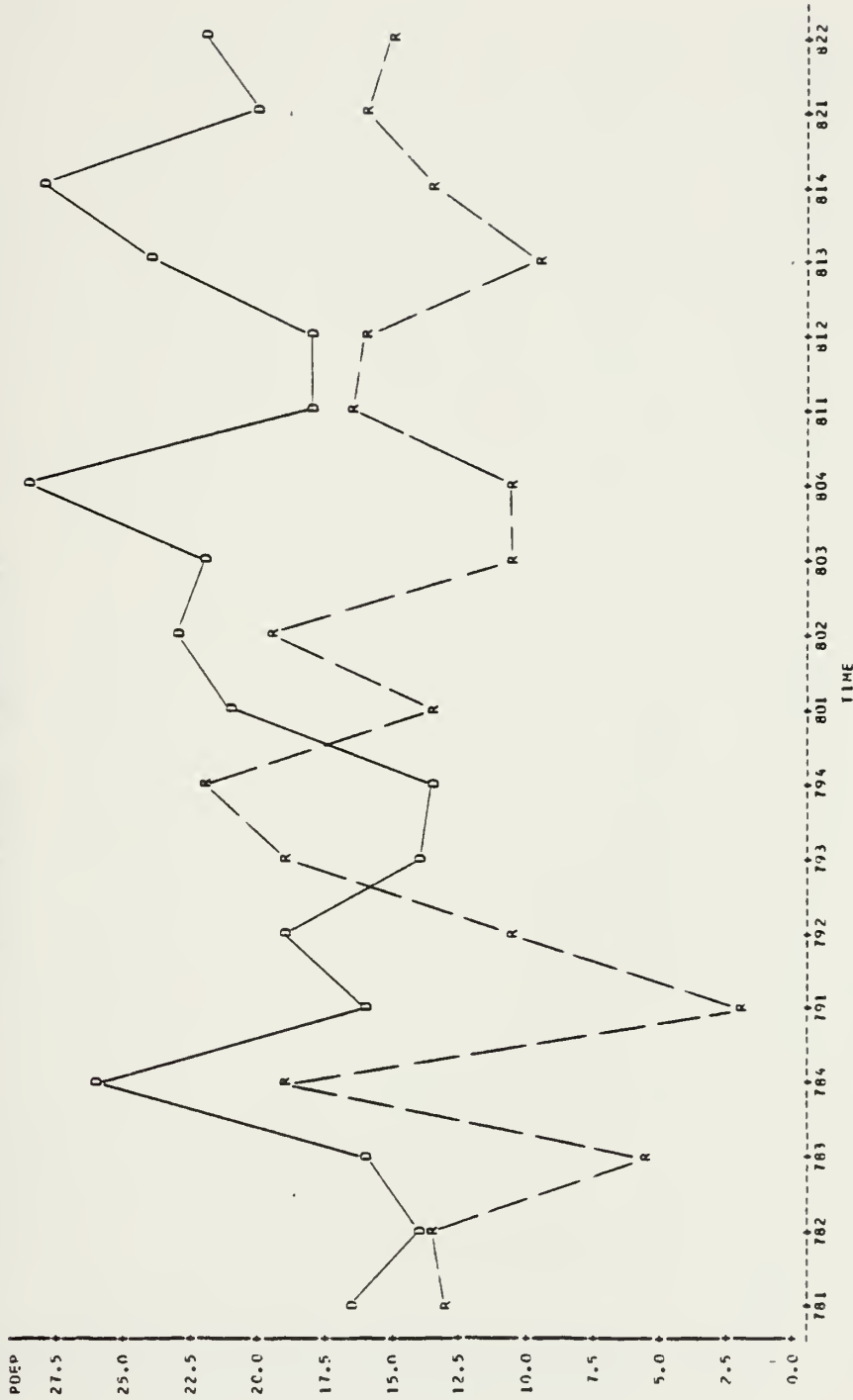
LST 1197 BARNSTABLE CTY



STATISTICAL ANALYSIS SYSTEM

UIC-20576

PLOT OF PDEP\*TIME  
SYMBOL USED IS D  
SYMBOL USED IS R



DD 965 KINKAID

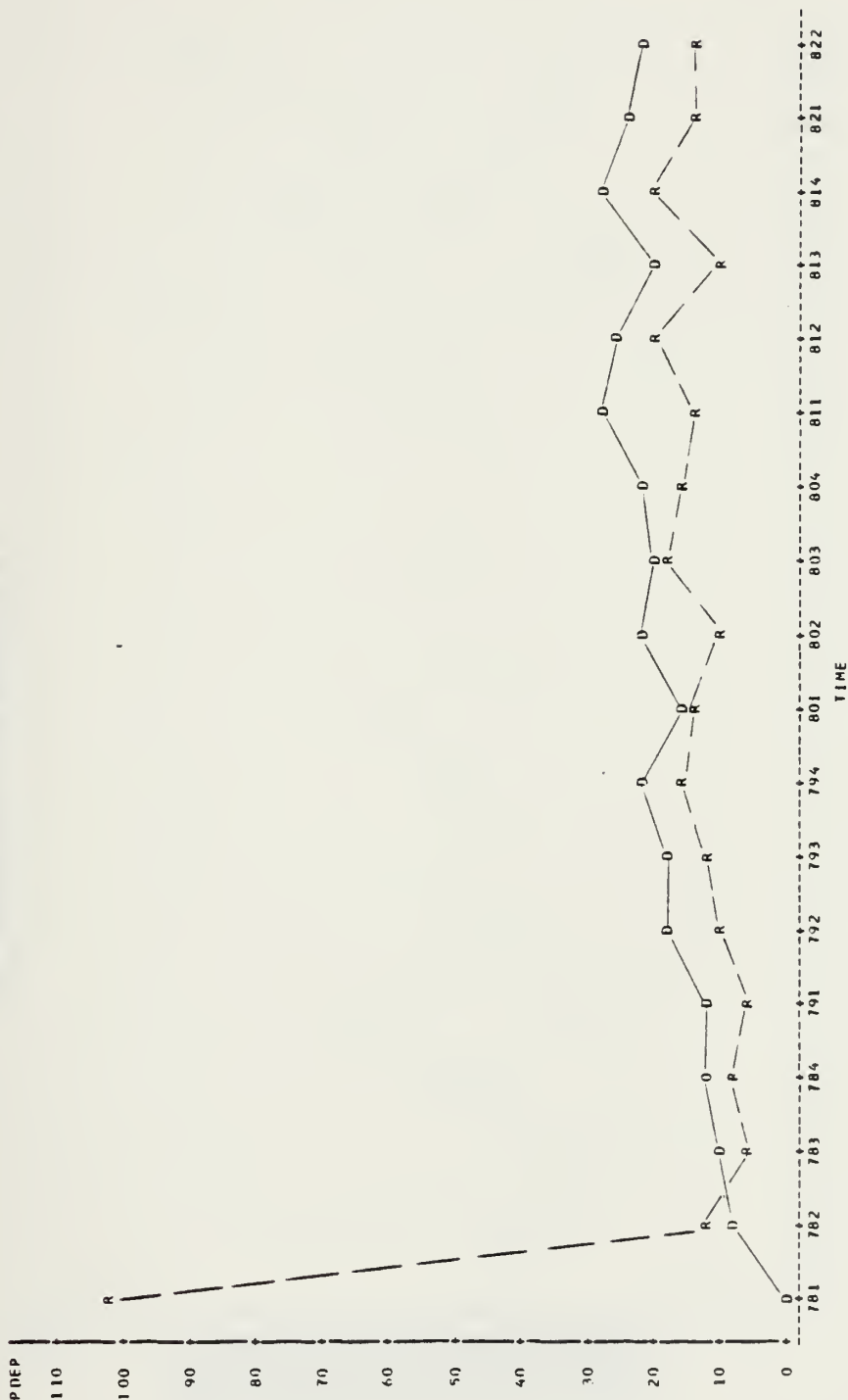




# STATISTICAL ANALYSIS SYSTEM

UIC-20632

PLOT OF PDEP\*TIME SYMBOL USED IS D  
PLOT OF PREP\*TIME SYMBOL USED IS R



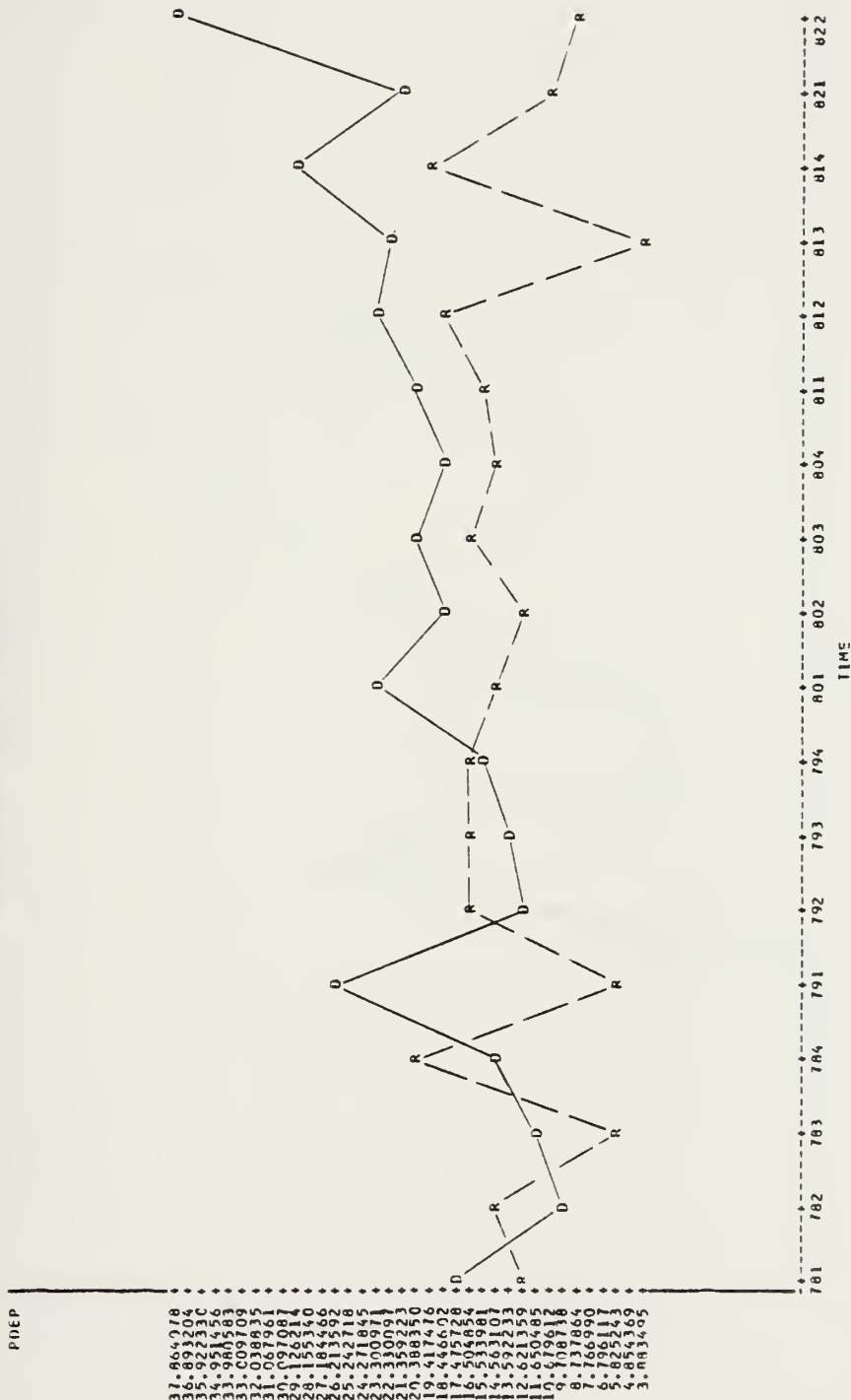
LHA 2 SAIPAN



# STATISTICAL ANALYSIS SYSTEM

UIC-20642

PLOT OF PDEP\*TIME  
PLOT OF PREP\*TIME  
SYMBOL USED IS D R



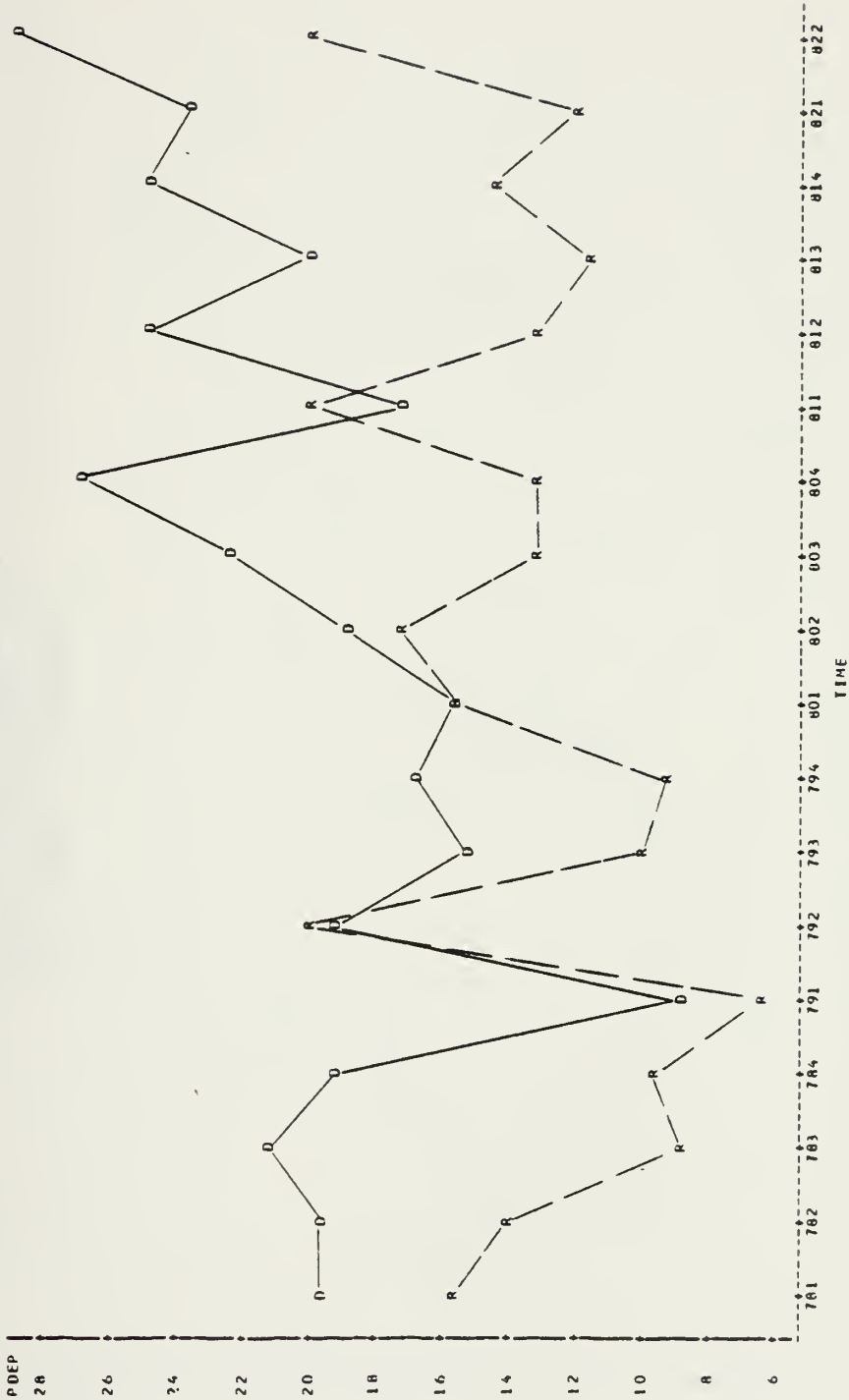
SSN 687 RICHARD RUSSELL



# STATISTICAL ANALYSIS SYSTEM

UIC-52198

PLOT OF PDEPOTIME SYMBOL USED IS D  
PLOT OF PREPOTIME SYMBOL USED IS R



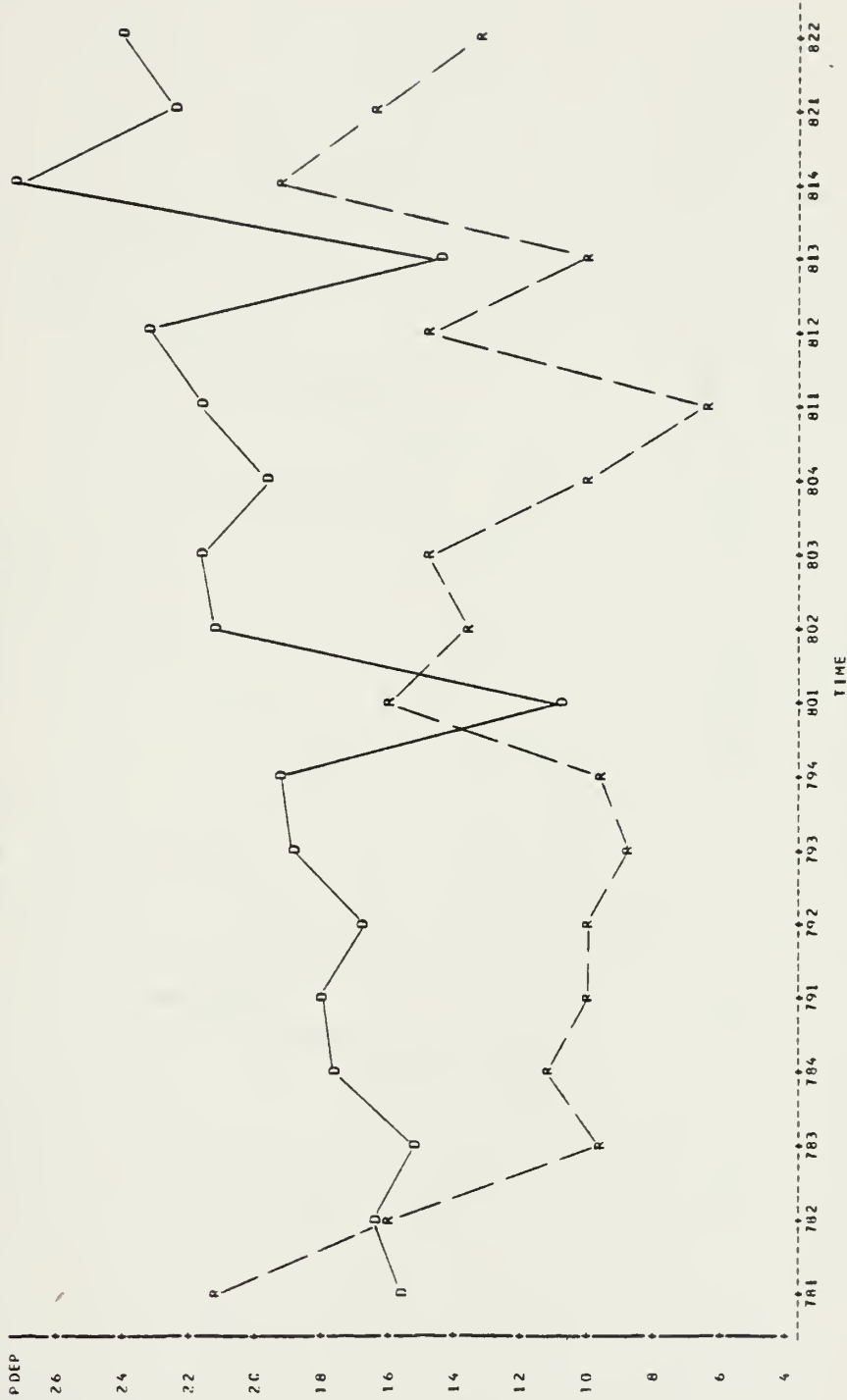
DD 938 JONAS INGRAM



# STATISTICAL ANALYSIS SYSTEM

UIC-52234

PLOT OF PREP TIME SYMBOL USED IS R



DDG 40 COONTZ

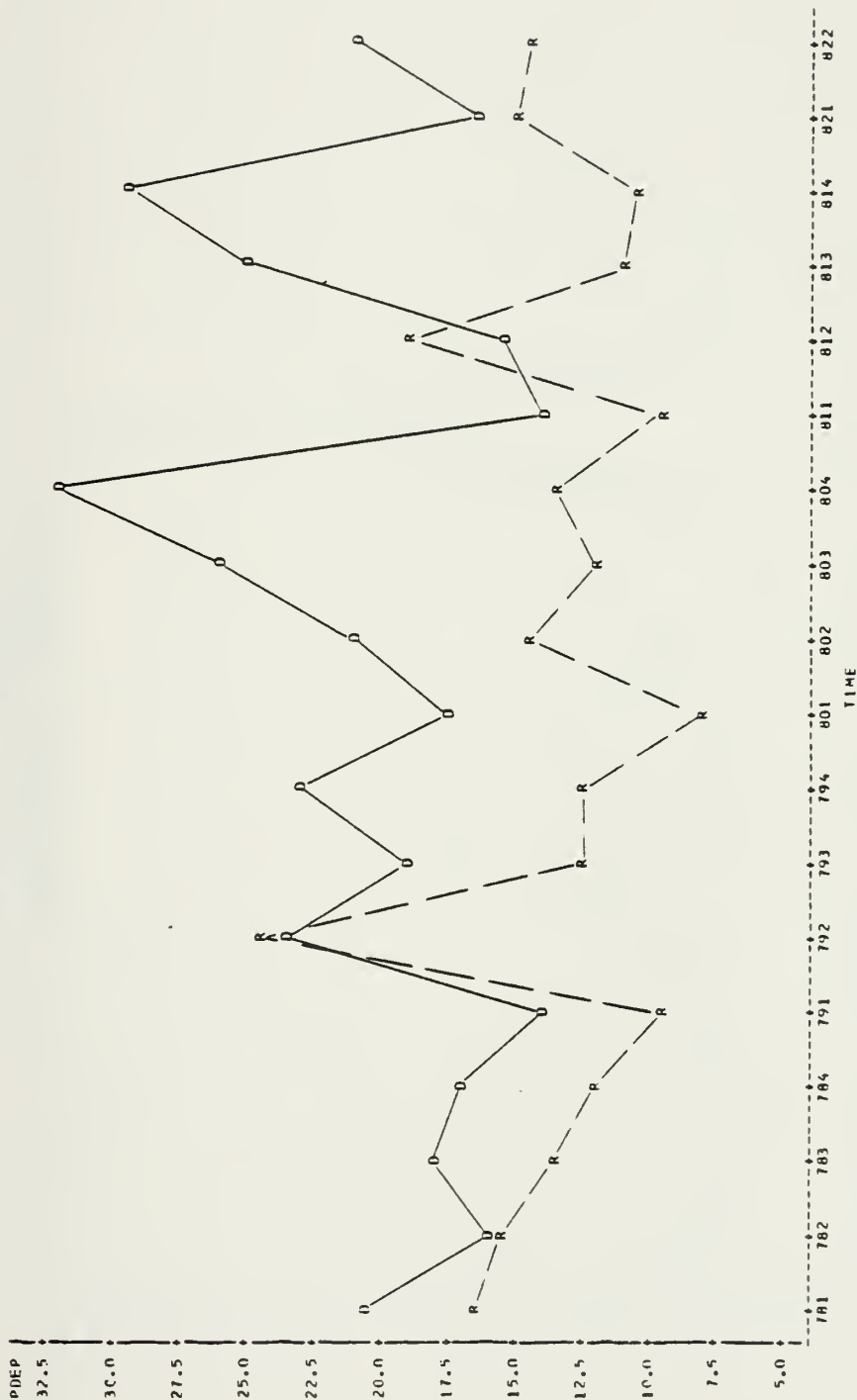




# STATISTICAL ANALYSIS SYSTEM

UIC-52686

PLOT OF PDEP\*TIME SYMBOL USED IS D  
PLOT OF PREP\*TIME SYMBOL USED IS R



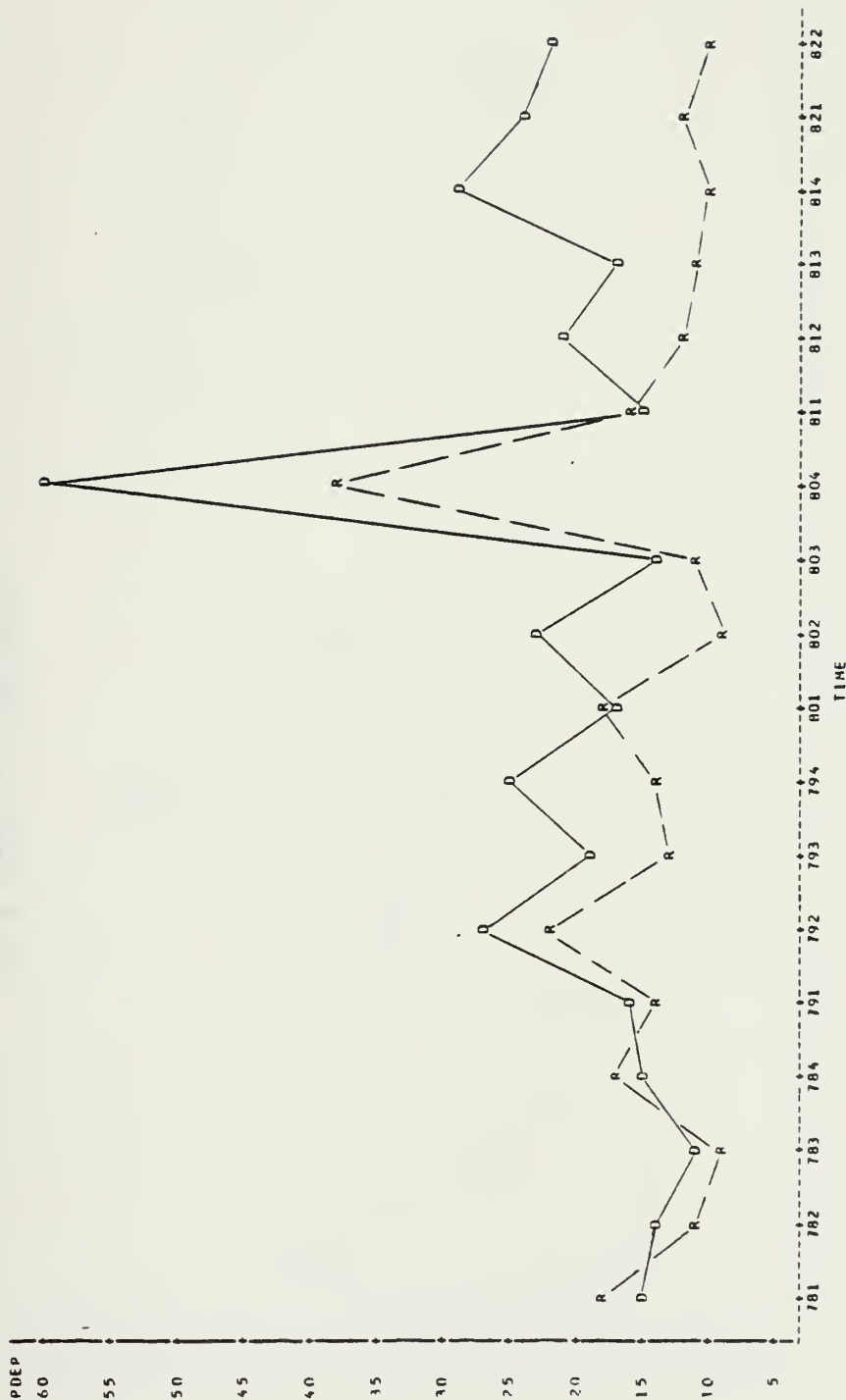
DDG 46 PREBLE



# STATISTICAL ANALYSIS SYSTEM

UIC-52699

PLOT OF PREP+TIME SYMBOL USED IS R



CG 24 REEVES

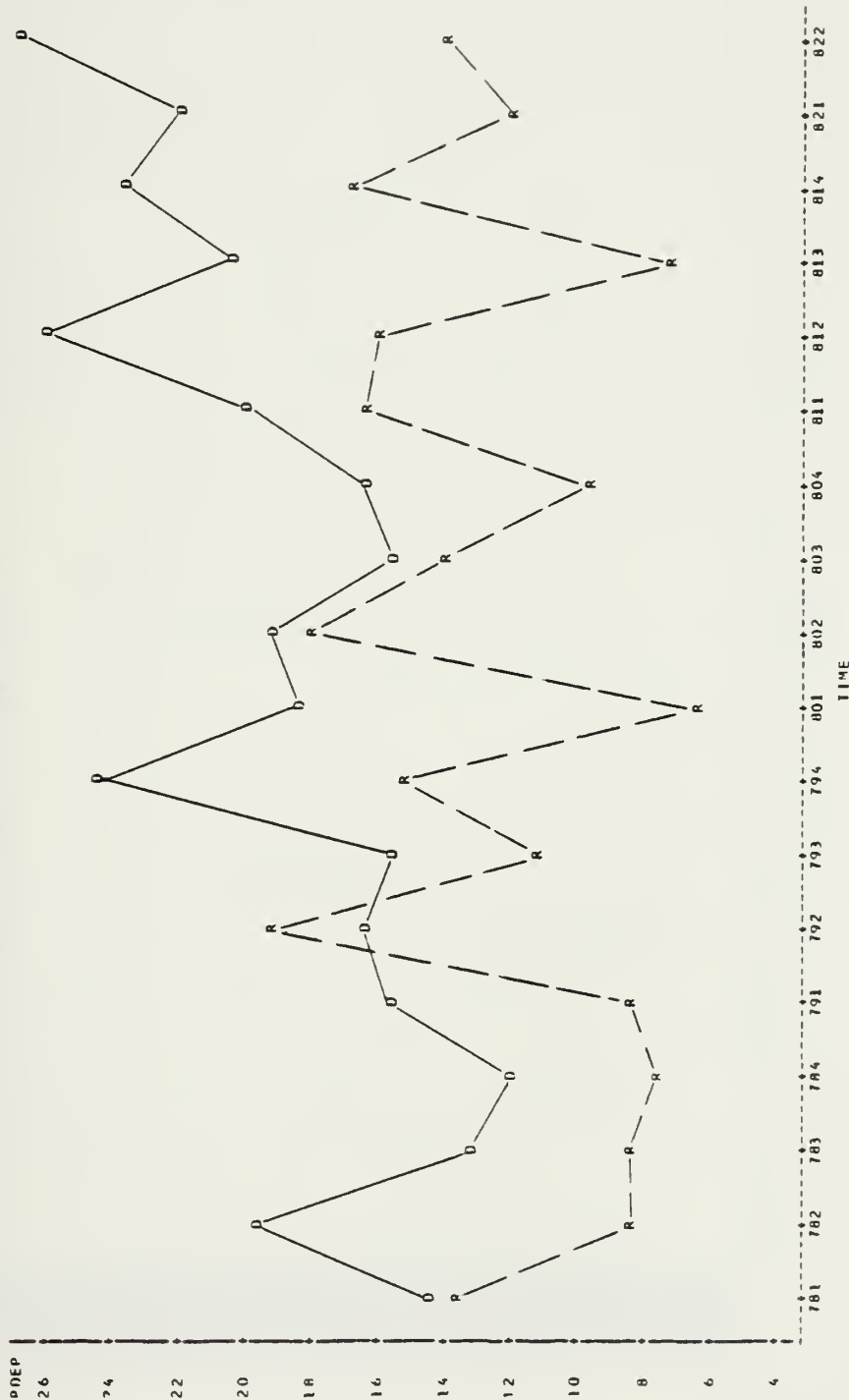


# STATISTICAL ANALYSIS SYSTEM

UIC-52700

PLOT OF PDEP\*TIME  
PLOT OF PREP\*TIME

SYMBOL USED IS D  
SYMBOL USED IS R



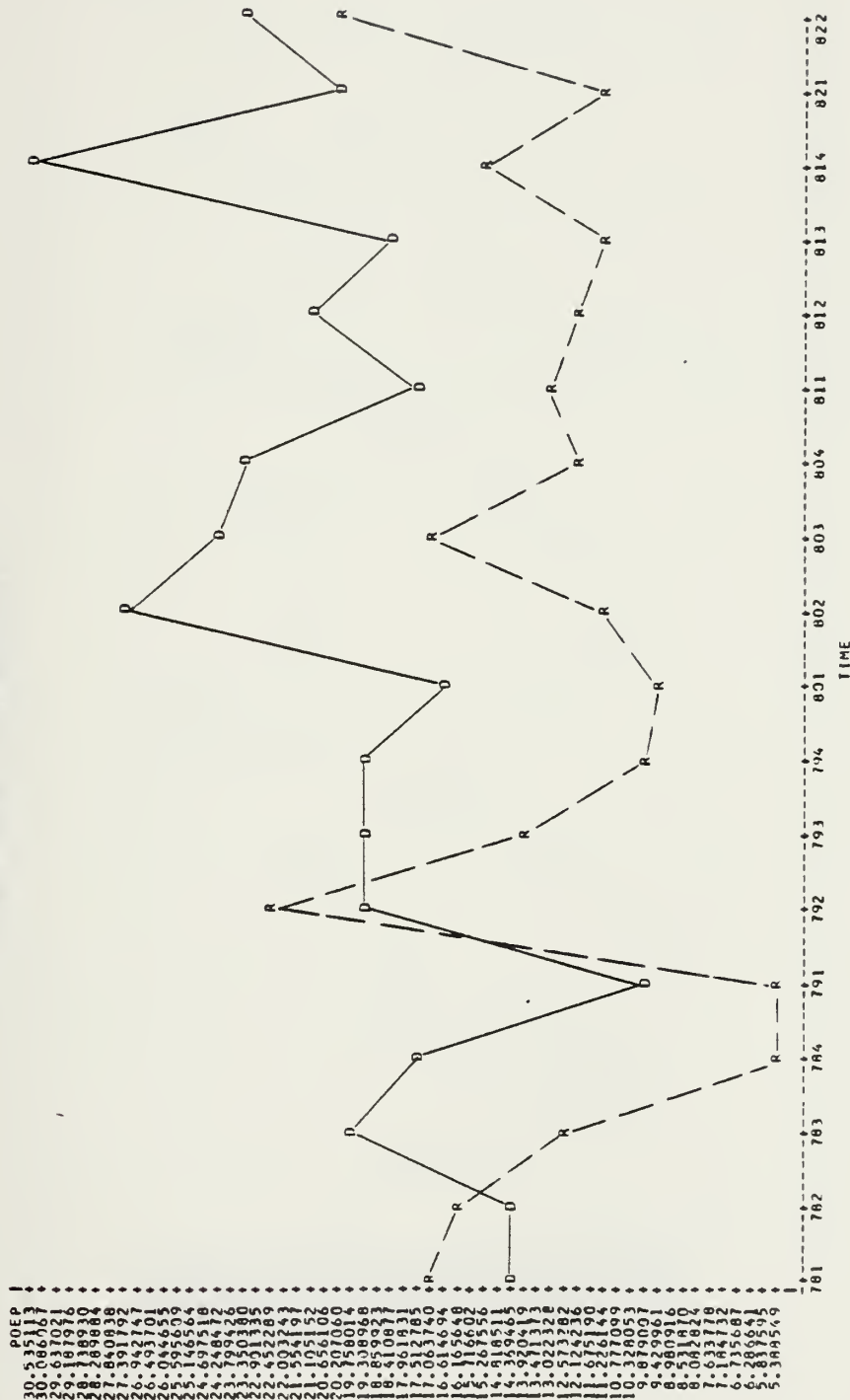
CGN 25 BAINBRIDGE



# STATISTICAL ANALYSIS SYSTEM

UIC-54057

PLOT OF PREP TIME SYMBOL USED IS D  
PLOT OF PREP TIME SYMBOL USED IS R



FF 1062 WHIPPLE

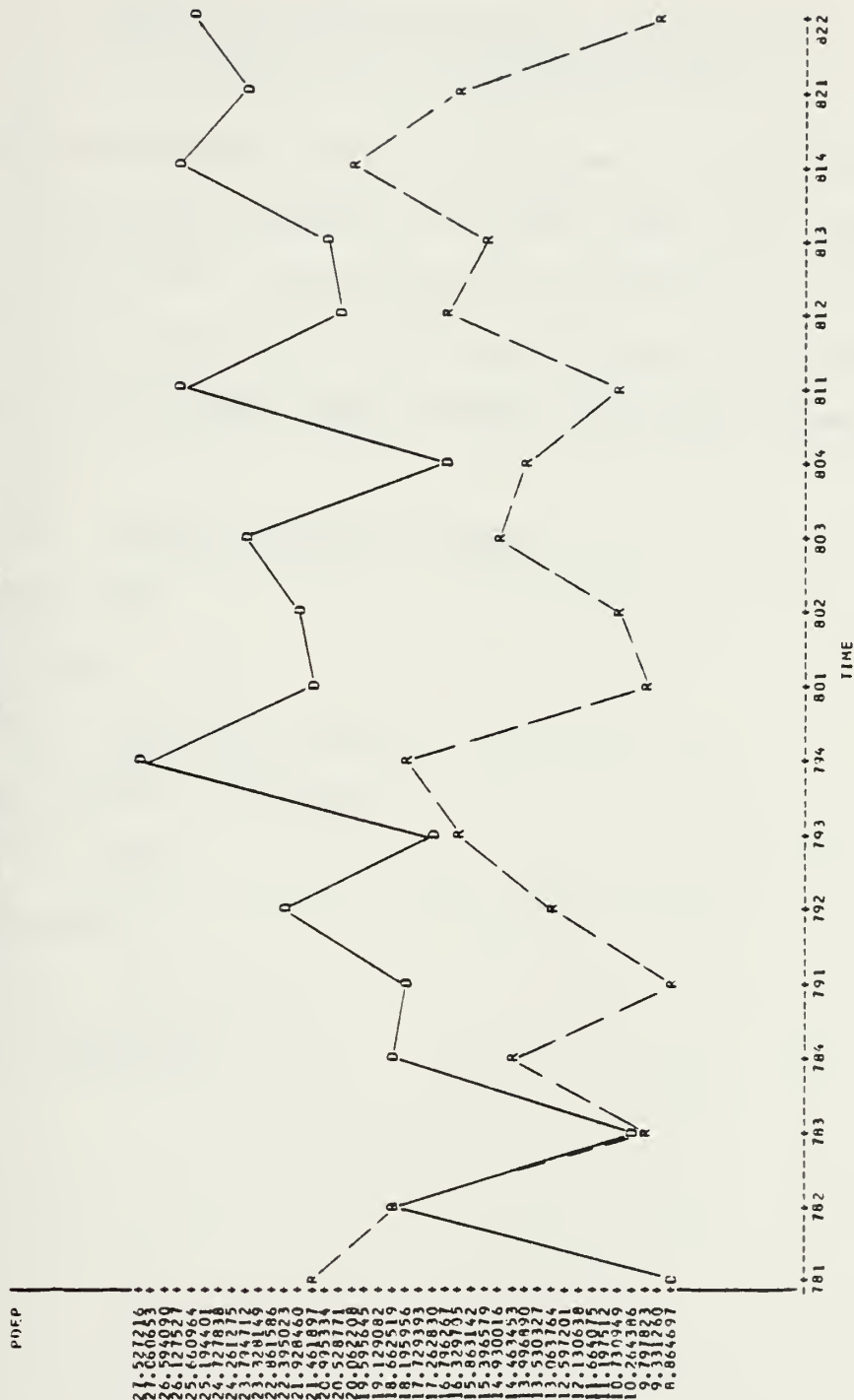




# STATISTICAL ANALYSIS SYSTEM

UIC-54064

PLOT OF PREP:TIME SYMBOL USED IS R



FF 1069 BAGLEY



## Appendix K

### Comparative Characteristic Statistics of Reporters and Leavers by UIC

The data displayed below is arranged in order (rows) by time from the first quarter of FY 1978 until the second quarter of FY 1982. Statistics are provided for each ship by quarter with data for reporting and departing personnel arranged left to right respectively. The data elements are as follows:

Time: fiscal year and quarter

Median Age

Mean Age

Median Length of Service

Mean Length of Service

Median AFQT

Mean AFQT

Median Education

Mean Education



# COMPARATIVE STATISTICS OF PERSONNEL INVOLVED IN TURNOVER

UIC	02534	SHIP NAME	ARS 39 CONSERVER	MEDIAN AGE REPORT DEPART	MEDIAN LOS REPORT DEPART	MEDIAN AFQT REPORT DEPART	MEDIAN EDUCATION REPORT DEPART
TIME							
801	24.67	22.50	4.79	3.00	47.00	48.50	12.00
802	21.54	22.83	1.79	3.25	58.00	61.50	12.00
803	19.88	21.33	0.92	2.25	63.00	62.00	12.00
804	30.33	24.42	7.92	5.50	62.00	69.00	12.00
811	19.42	24.67	0.67	3.25	33.00	69.00	12.00
812	22.17	24.17	3.08	4.67	70.00	60.00	12.00
813	22.21	23.04	2.17	4.13	48.00	56.50	12.00
814	23.33	23.67	3.42	4.17	60.00	56.00	12.00
821	22.50	23.50	4.13	4.83	66.50	70.00	12.00
822	24.08	22.13	3.13	3.38	45.50	60.50	12.00

MEAN AGE REPORT DEPART	MEAN LOS REPORT DEPART	MEAN AFQT REPORT DEPART	MEAN EDUCATION REPORT DEPART	
TIME				
801	26.41	6.63	11.78	11.57
802	22.40	2.27	55.67	12.00
803	19.92	1.15	67.00	11.36
804	30.38	8.86	53.88	11.80
811	20.07	1.26	35.14	12.00
812	25.25	5.56	63.92	11.95
813	23.18	3.39	59.90	12.17
814	24.48	4.51	63.44	11.84
821	22.99	4.54	59.40	11.84
822	25.05	4.79	64.89	11.64



## COMPARATIVE STATISTICS OF PERSONNEL INVOLVED IN TURNOVER

UIC	02538	SHIP NAME		ARS 43 RECOVERY		MEDI AN		AFQT		MEDIAN		EDUCATION	
TIME	REPORT	AGE	DEPART	REPORT	LOS	REPORT	DEPART	REPORT	DEPART	REPORT	DEPART	REPORT	DEPART
801	22.08	23.29	2.67	4.46	60.00	62.00	12.00	12.00	12.00				
802	19.54	25.17	1.04	3.67	54.00	65.00	12.00	12.00	12.00				
803	23.33	21.75	3.25	2.92	67.00	58.00	12.00	12.00	12.00				
804	23.08	22.38	3.08	3.33	62.00	52.00	12.50	12.00	12.00				
811	34.08	22.25	13.46	3.75	29.00	64.00	12.00	12.00	12.00				
812	20.67	26.25	0.92	6.29	62.00	65.00	12.00	12.00	12.00				
813	21.92	21.46	2.08	2.29	44.00	59.00	12.00	12.00	12.00				
814	22.33	25.67	4.33	4.54	61.00	64.50	12.00	12.00	12.00				
821	20.25	20.54	0.67	1.17	36.00	82.50	12.00	12.00	12.00				
822	19.67	23.00	0.83	4.21	84.50	58.00	12.00	12.00	12.00				

UIC	02538	SHIP NAME		ARS 43 RECOVERY		MEDI AN		AFQT		MEDIAN		EDUCATION	
TIME	REPORT	AGE	DEPART	REPORT	LOS	REPORT	DEPART	REPORT	DEPART	REPORT	DEPART	REPORT	DEPART
801	24.64	25.33	5.93	5.93	68.00	60.67	11.73	11.92	11.92				
802	21.26	25.88	1.47	5.47	63.38	59.85	12.00	12.00	12.00				
803	23.57	23.70	4.41	4.41	70.00	60.57	11.82	11.81	11.81				
804	25.11	23.00	5.39	4.24	63.10	54.73	11.80	11.67	11.67				
811	34.03	23.06	13.46	3.42	29.00	59.44	12.50	12.07	12.07				
812	22.03	28.78	2.44	9.01	60.60	62.00	12.00	12.07	12.07				
813	24.25	23.30	4.30	4.20	48.00	60.50	11.76	11.85	11.85				
814	24.17	27.09	5.30	7.14	59.18	63.93	11.27	11.57	11.57				
821	21.74	21.49	2.17	2.17	42.14	77.33	12.00	12.33	12.33				
822	20.58	25.27	1.31	5.67	80.42	56.67	12.42	11.86	11.86				





## COMPARATIVE STATISTICS CF PERSONNEL INVOLVED IN TURNOVER

UIC	03128	SHIP NAME		LSD 28 THOMASTON		MEDIAN LOS		MEDIAN AGE		MEDIAN AFQT		MEDIAN REPORT		EDUCATION	
TIME		REPORT	DEPART	REPORT	DEPART	REPORT	DEPART	REPORT	DEPART	REPORT	DEPART	REPORT	DEPART	REPORT	DEPART
801	20.50	23.04	1.75	4.25	51.00	57.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00
802	20.25	23.21	1.75	4.33	60.00	60.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00
803	20.50	22.42	1.08	3.17	52.00	62.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00
804	21.00	22.08	0.83	3.17	55.00	58.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00
811	20.50	22.96	0.92	4.00	56.00	52.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00
812	20.50	24.33	0.83	3.25	53.00	59.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00
813	20.25	22.38	1.17	3.13	47.00	56.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00
814	21.17	22.67	1.83	4.04	50.00	65.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00
821	21.96	22.17	0.92	2.79	53.00	60.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00
822	21.13	22.42	0.83	3.33	59.00	59.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00

TIME	MEAN REPORT	MEAN AGE DEPART	MEAN LOS DEPART	MEAN AFQT DEPART	MEAN EDUCATION DEPART
801	23.76	24.66	4.62	52.62	11.71
802	23.66	24.26	4.05	59.90	11.90
803	22.98	24.31	3.56	57.07	11.50
804	21.01	23.46	1.29	60.67	11.37
811	22.38	24.11	2.35	55.47	11.87
812	22.09	26.15	2.85	56.10	11.85
813	23.97	23.18	4.44	52.78	12.05
814	22.45	24.12	4.44	58.65	11.86
821	23.34	23.62	2.62	47.32	11.44
822	23.01	24.61	3.11	59.31	11.09



## COMPARATIVE STATISTICS OF PERSONNEL INVOLVED IN TURNOVER

TIME	UIC	03129	SHIP NAME		LSD 29 PLYMOUTH ROCK		MEDIAN AFQT		MEDIAN	EDUCATION	
			REPORT	DEPART	REPORT	DEPART	REPORT	DEPART	REPORT	DEPART	REPORT
801		20.58	23.13	0.83	3.04	50.00	54.50	12.00	12.00	12.00	
802		20.21	21.83	1.00	2.25	59.50	62.00	12.00	12.00	12.00	
803		21.25	22.33	1.08	2.92	54.00	56.00	12.00	12.00	12.00	
804		20.50	22.33	0.92	3.08	54.00	55.00	12.00	12.00	12.00	
811		20.58	22.92	0.92	3.50	56.00	55.00	12.00	12.00	12.00	
812		20.58	22.67	0.92	3.25	52.00	60.00	12.00	12.00	12.00	
813		27.88	22.25	9.13	3.25	44.50	64.00	12.00	12.00	12.00	
814		26.50	22.25	2.58	3.25	54.00	62.00	12.00	12.00	12.00	
821		27.25	22.38	4.42	3.63	57.00	67.00	12.00	12.00	12.00	
822		20.75	23.33	1.42	3.75	50.00	62.00	12.00	12.00	12.00	
TIME		MEAN	AGE		LOS		MEAN AFQT		MEAN EDUCATION		
			REPORT	DEPART	REPORT	DEPART	REPORT	DEPART	REPORT	DEPART	
801		21.83	24.74	2.10	4.59	49.95	56.89	11.76	11.64	11.64	
802		21.70	23.99	2.89	4.07	61.09	61.41	11.59	11.71	11.71	
803		22.87	22.96	2.93	3.43	53.95	58.76	11.65	11.58	11.58	
804		21.52	23.91	1.85	4.49	53.06	59.02	11.61	11.69	11.69	
811		22.74	23.98	1.87	4.60	55.27	56.30	12.12	12.06	12.06	
812		21.74	24.63	2.23	5.13	53.13	61.06	11.57	11.73	11.73	
813		26.60	23.84	7.54	4.18	44.83	58.31	12.00	11.69	11.69	
814		28.53	23.24	7.36	4.27	56.33	60.19	11.68	12.05	12.05	
821		28.07	24.62	7.04	5.08	50.36	62.79	11.85	11.77	11.77	
822		24.07	24.85	4.49	4.66	50.85	62.46	11.85	11.77	11.77	



# COMPARATIVE STATISTICS OF PERSONNEL INVOLVED IN TURNOVER

UIC	03341	SHIP NAME		CV 41 MIDWAY		MEDIAN LOS		MEDIAN AFQT		MEDIAN EDUCATION	
TIME		REPORT	DEPART	REPORT	DEPART	REPORT	DEPART	REPORT	DEPART	REPORT	DEPART
801		21.17	21.92	1.58	2.92	55.00	54.50	12.00	12.00	12.00	12.00
802		20.33	21.75	1.00	2.92	50.00	55.00	12.00	12.00	12.00	12.00
803		20.92	21.67	1.08	3.00	55.00	56.50	12.00	12.00	12.00	12.00
804		21.00	22.25	1.00	3.08	55.00	58.00	12.00	12.00	12.00	12.00
811		20.08	22.13	0.83	2.83	50.00	56.00	12.00	12.00	12.00	12.00
812		20.42	21.92	1.00	3.00	50.00	54.00	12.00	12.00	12.00	12.00
813		21.00	22.68	1.17	3.00	56.00	56.00	12.00	12.00	12.00	12.00
814		21.17	22.25	1.08	3.08	55.00	56.00	12.00	12.00	12.00	12.00
821		21.00	22.58	1.00	3.13	52.00	56.00	12.00	12.00	12.00	12.00
822		20.42	22.17	0.92	3.00	49.00	55.00	12.00	12.00	12.00	12.00

UIC	03341	SHIP NAME		CV 41 MIDWAY		MEAN LOS		MEAN AFQT		MEAN EDUCATION	
TIME		REPORT	DEPART	REPORT	DEPART	REPORT	DEPART	REPORT	DEPART	REPORT	DEPART
801		23.14	23.81	3.77	4.41	54.73	55.09	11.75	11.70	11.75	11.70
802		22.10	23.24	2.58	3.83	53.23	55.41	11.80	11.72	11.80	11.65
803		22.75	23.11	3.06	3.99	55.50	56.70	11.74	11.65	11.74	11.80
804		23.24	24.24	3.42	4.74	56.44	58.73	11.63	11.76	11.63	11.76
811		21.89	23.84	2.18	4.30	52.88	58.14	11.78	11.72	11.78	11.72
812		22.44	23.49	2.82	4.14	52.53	56.40	11.91	11.80	11.91	11.80
813		22.94	23.83	3.11	4.26	55.09	59.40	11.83	11.74	11.83	11.74
814		22.97	23.86	3.25	4.35	54.88	58.68	11.85	11.74	11.85	11.74
821		22.66	24.38	2.74	4.91	53.94	57.29	11.86	11.87	11.86	11.87
822		22.15	23.63	2.47	4.09	50.62	57.63	11.94	11.89	11.94	11.89



## COMPARATIVE STATISTICS CF PERSONNEL INVOLVED IN TURNOVER

UIC	03343	SHIP NAME		CV 43 CORAL SEA		MEDIAN AFQT		MEDIAN REPORT		EDUCATION	
TIME	MEDIAN AGE	MEDIAN LOS	REPORT	DEPART	REPORT	DEPART	REPORT	DEPART	REPORT	DEPART	REPORT
801	21.42	1.58	3.58	53.00	58.00	12.00	12.00	12.00	12.00	12.00	12.00
802	21.00	1.50	3.67	54.00	56.00	12.00	12.00	12.00	12.00	12.00	12.00
803	21.04	1.08	3.08	54.00	56.00	12.00	12.00	12.00	12.00	12.00	12.00
804	20.88	1.21	2.75	58.00	60.00	12.00	12.00	12.00	12.00	12.00	12.00
811	20.67	0.83	3.50	56.00	58.00	12.00	12.00	12.00	12.00	12.00	12.00
812	20.42	0.83	3.25	54.00	56.00	12.00	12.00	12.00	12.00	12.00	12.00
813	20.92	1.08	3.25	56.00	60.00	12.00	12.00	12.00	12.00	12.00	12.00
814	22.08	2.38	3.50	54.50	58.00	12.00	12.00	12.00	12.00	12.00	12.00
821	21.17	1.00	3.50	52.00	58.00	12.00	12.00	12.00	12.00	12.00	12.00
822	21.04	0.83	3.25	47.00	58.00	12.00	12.00	12.00	12.00	12.00	12.00

TIME	MEAN AGE	MEAN LOS	MEAN AFQT	MEAN REPORT	MEAN EDUCATION
801	23.02	3.47	54.44	11.79	11.91
802	22.83	3.44	56.12	11.70	11.78
803	22.91	3.24	54.58	11.64	11.78
804	23.00	3.24	57.63	11.82	11.92
811	22.73	2.83	59.53	12.00	11.81
812	22.04	2.19	60.41	11.87	11.77
813	23.10	3.23	57.63	11.77	11.94
814	24.07	4.00	59.55	11.77	11.84
821	23.40	3.30	58.06	11.87	11.76
822	23.16	2.94	58.96	11.87	11.76





# COMPARATIVE STATISTICS CF PERSONNEL INVOLVED IN TURNOVER

UIC	03359	SHIP NAME	CV	59	FORRESTAL	MEDIAN AGE	MEDIAN LOS	MEDIAN AFQT	MEDIAN EDUCATION
TIME	REPORT	DEPART	REPORT	DEPART	REPORT	DEPART	REPORT	DEPART	REPORT
801	21.475	22.17	1.58	2.67	55.00	61.00	12.00	12.00	
802	20.75	22.67	1.50	3.25	55.00	58.00	12.00	12.00	
803	21.46	22.04	1.25	2.67	55.00	60.00	12.00	12.00	
804	21.04	22.33	1.21	3.08	55.00	59.00	12.00	12.00	
811	21.33	22.83	1.58	3.67	58.00	56.00	12.00	12.00	
812	20.83	22.92	1.17	3.42	55.00	60.00	12.00	12.00	
813	21.25	22.71	1.42	3.92	55.00	56.00	12.00	12.00	
814	22.00	22.83	1.33	4.08	56.00	60.00	12.00	12.00	
821	20.42	22.96	0.83	3.63	52.00	59.00	12.00	12.00	
822	20.67	22.75	0.92	3.00	50.00	62.00	12.00	12.00	

UIC	03359	SHIP NAME	CV	59	FORRESTAL	MEAN AGE	MEAN LOS	MEAN AFQT	MEAN EDUCATION
TIME	REPORT	DEPART	REPORT	DEPART	REPORT	DEPART	REPORT	DEPART	REPORT
801	22.97	23.69	3.40	4.21	56.81	60.83	11.80	11.84	
802	22.65	24.24	3.20	4.43	56.58	58.53	11.61	11.84	
803	23.23	23.58	3.47	3.92	56.02	60.62	11.53	11.79	
804	23.25	23.57	3.01	4.36	57.56	59.58	11.69	11.81	
811	23.27	24.86	3.37	5.32	58.35	59.10	11.81	11.73	
812	22.67	24.51	2.96	4.69	54.70	60.02	11.81	11.84	
813	22.93	24.11	3.29	4.65	54.29	58.72	11.83	11.76	
814	24.39	24.28	4.25	4.83	56.31	59.68	11.87	11.69	
821	22.35	24.55	2.51	4.89	53.36	58.88	11.74	11.84	
822	22.53	24.21	2.82	4.36	51.52	60.66	11.85	11.81	



## COMPARATIVE STATISTICS OF PERSONNEL INVOLVED IN TURNOVER

UIC	03368	SHIP NAME		CVN 68 NIMITZ		MEDIAN AFQT		MEDIAN LOS		MEDIAN AGE		MEDIAN REPORT		EDUCATION	
TIME		REPORT	DEPART	REPORT	DEPART	REPORT	DEPART	REPORT	DEPART	REPORT	DEPART	REPORT	DEPART	REPORT	DEPART
801		21.00	1.50	3.42	63.00	60.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00
802		21.67	2.25	3.33	58.00	63.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00
804		21.17	1.08	2.96	60.00	61.50	12.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00
811		20.67	1.08	3.25	56.00	62.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00
812		21.08	1.17	3.00	58.00	60.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00
813		20.75	1.00	3.17	58.00	61.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00
814		20.92	1.00	3.54	52.00	60.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00
821		22.00	2.25	4.08	58.00	60.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00
822		21.42	1.75	3.63	56.00	60.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00
		20.92	0.92	3.33	53.00	60.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00

UIC	03368	SHIP NAME		CVN 68 NIMITZ		MEAN AFQT		MEAN LOS		MEAN AGE		MEAN REPORT		MEAN EDUCATION	
TIME		REPORT	DEPART	REPORT	DEPART	REPORT	DEPART	REPORT	DEPART	REPORT	DEPART	REPORT	DEPART	REPORT	DEPART
801		22.73	3.10	4.42	62.79	59.54	11.96	11.81	11.81	23.91	23.91	22.73	11.80	11.81	11.81
802		23.49	3.87	4.04	61.44	62.18	11.80	11.86	11.86	23.64	23.64	23.49	11.54	11.88	11.88
804		22.59	2.95	4.20	59.83	62.32	11.54	11.86	11.86	23.91	23.91	22.59	11.75	11.80	11.80
811		22.34	2.78	4.45	58.50	62.15	11.75	11.81	11.81	23.99	23.99	22.34	11.81	11.81	11.81
812		22.75	2.80	4.02	59.76	61.86	11.81	11.81	11.81	23.69	23.69	22.75	11.73	11.79	11.79
813		22.08	2.23	4.16	59.01	60.44	11.73	11.77	11.77	23.84	23.84	22.08	11.89	11.77	11.77
814		23.90	3.96	4.25	53.71	60.18	11.89	11.86	11.86	24.42	24.42	23.90	11.89	11.76	11.76
821		23.12	3.37	4.23	56.05	60.07	11.86	11.86	11.86	24.98	24.98	23.12	11.86	11.86	11.86
822		22.64	2.93	4.35	53.66	60.14	11.86	11.86	11.86	24.35	24.35	22.64	11.86	11.86	11.86



# COMPARATIVE STATISTICS OF PERSONNEL INVOLVED IN TURNOVER

UIC	SHIP NAME	AS	12 SPERRY	MEDIAN AGE REPORT DEPART	MEDIAN LOS REPORT DEPART	MEDIAN AFQT REPORT DEPART	MEDIAN EDUCATION REPORT DEPART
04621							
TIME							
801				20.42	0.75	58.00	12.00
802				20.71	0.75	64.00	12.00
803				21.29	1.92	56.00	12.00
804				21.25	1.25	58.00	12.00
811				22.92	3.25	61.00	12.00
812				24.17	3.92	54.00	12.00
813				23.50	3.50	65.00	12.00
814				23.17	3.33	62.00	12.00
821				22.58	3.25	55.00	12.00
822				23.88	3.92	56.00	12.00

UIC	SHIP NAME	AS	12 SPERRY	MEDIAN AGE REPORT DEPART	MEDIAN LOS REPORT DEPART	MEDIAN AFQT REPORT DEPART	MEDIAN EDUCATION REPORT DEPART
04621							
TIME							
801				22.17	2.51	59.79	12.01
802				21.82	2.11	60.76	11.99
803				21.80	2.14	58.00	12.06
804				23.09	3.40	60.07	11.97
811				26.92	7.10	53.09	11.99
812				23.49	3.42	60.86	11.88
813				24.19	4.34	61.18	11.91
814				23.94	4.47	60.57	11.88
821				22.75	4.40	55.83	11.67
822				22.14	1.51	54.93	11.98



# COMPARATIVE STATISTICS OF PERSONNEL INVOLVED IN TURNOVER

UIC	04628	SHIP NAME		AS 18 ORION		MEDIAN		AFQT		MEDIAN		EDUCATION	
TIME	REPORT	AGE	DEPART	REPORT	LOS	REPORT	DEPART	REPORT	DEPART	REPORT	DEPART	REPORT	DEPART
801	21.42	23.42	3.17	2.25	3.17	54.00	58.00	54.00	58.00	12.00	12.00	12.00	12.00
802	21.88	22.33	3.25	1.08	3.25	55.00	58.00	55.00	58.00	12.00	12.00	12.00	12.00
803	21.75	23.58	4.00	1.58	4.00	56.00	58.00	56.00	58.00	12.00	12.00	12.00	12.00
804	24.42	23.83	4.17	4.13	4.17	58.00	60.00	58.00	60.00	12.00	12.00	12.00	12.00
811	21.25	22.96	3.67	2.42	3.67	63.00	58.00	63.00	58.00	12.00	12.00	12.00	12.00
812	21.50	23.17	3.25	1.08	3.25	58.00	62.00	58.00	62.00	12.00	12.00	12.00	12.00
813	20.92	23.00	3.33	0.92	3.33	54.50	56.00	54.50	56.00	12.00	12.00	12.00	12.00
814	20.96	23.83	3.58	1.33	3.58	57.00	55.00	57.00	55.00	12.00	12.00	12.00	12.00
821	20.58	23.00	3.50	1.08	3.50	51.50	56.00	51.50	56.00	12.00	12.00	12.00	12.00
822	20.50	22.75	3.50	1.00	3.50	52.00	56.00	52.00	56.00	12.00	12.00	12.00	12.00

TIME	REPORT	AGE	DEPART	REPORT	LOS	REPORT	AFQT	REPORT	EDUCATION
801	23.77	25.12	5.19	4.24	5.19	55.73	56.04	11.96	11.95
802	23.89	24.93	5.72	4.13	5.72	56.42	56.77	11.92	11.77
803	23.58	25.31	5.55	3.63	5.55	58.16	60.34	11.72	11.77
804	26.45	25.78	5.79	6.57	5.79	56.29	58.45	12.03	11.89
811	22.99	25.42	5.87	3.22	5.87	60.00	56.70	11.87	11.85
812	22.78	24.17	5.25	3.47	5.25	57.27	60.05	11.97	11.92
813	22.09	24.65	4.20	3.20	4.20	54.21	57.73	11.85	11.96
814	22.28	24.54	5.01	3.48	5.01	55.10	60.33	11.79	11.88
821	22.30	24.59	5.30	2.57	5.30	52.28	57.69	11.87	11.88
822	22.76	24.74	4.99	3.04	4.99	52.86	57.65	11.97	11.90





## COMPARATIVE STATISTICS OF PERSONNEL INVOLVED IN TURNOVER

UIC	04637	SHIP NAME	AD 17 PIEDMONT	MEDIAN AGE REPORT DEPART	MEDIAN LOS REPORT DEPART	MEDIAN AFQT REPORT DEPART	MEDIAN EDUCATION REPORT DEPART
TIME							
801	20.25	23.00	0.75	2.83	53.00	60.00	12.00
802	20.42	22.71	0.83	3.21	67.00	60.00	12.00
803	21.25	21.08	1.21	2.00	57.00	69.00	12.00
804	21.75	22.21	2.42	2.54	55.00	64.00	12.00
811	20.92	23.33	1.33	3.75	56.00	58.00	12.00
812	20.92	23.33	1.17	3.58	60.00	62.00	12.00
813	20.92	22.58	1.00	3.29	62.00	64.00	12.00
814	21.46	22.83	1.42	3.00	52.00	64.00	12.00
821	21.83	23.50	1.67	3.75	52.00	57.00	12.00
822	22.75	23.29	2.13	3.92	55.50	62.00	12.00

UIC	04637	SHIP NAME	AD 17 PIEDMONT	MEDIAN AGE REPORT DEPART	MEDIAN LOS REPORT DEPART	MEDIAN AFQT REPORT DEPART	MEDIAN EDUCATION REPORT DEPART
TIME							
801	21.73	24.41	2.34	4.55	54.60	59.63	11.72
802	22.17	24.39	2.71	4.97	65.60	58.09	11.91
803	23.34	22.59	3.78	3.68	59.80	67.20	11.73
804	23.96	24.19	4.20	4.34	55.48	62.84	11.55
811	22.85	24.74	3.23	5.91	58.21	56.17	11.86
812	22.97	24.68	3.51	5.00	63.26	57.17	11.90
813	23.21	24.79	3.39	5.03	60.26	62.71	11.74
814	23.87	24.46	3.50	4.44	51.28	63.60	12.01
821	24.17	25.27	3.83	5.44	50.20	57.29	11.81
822	24.39	24.82	4.50	5.06	56.16	61.28	12.04



# COMPARATIVE STATISTICS OF PERSONNEL INVOLVED IN TURNOVER

TIME	UIC	04665	SHIP NAME		DDG 33 PARSONS		MEDIAN AFQT		MEDIAN EDUCATION	
			REPORT	DEPART	REPORT	DEPART	REPORT	DEPART	REPORT	DEPART
801			21.67	22.83	1.38	2.92	51.50	60.00	12.00	12.00
802			21.33	22.50	1.67	3.00	56.50	58.00	12.00	12.00
803			19.83	22.71	1.58	3.33	62.00	68.00	12.00	12.00
804			20.33	22.58	1.25	3.42	55.00	58.00	12.00	12.00
811			23.58	22.75	1.25	3.08	60.00	58.00	12.00	12.00
812			22.50	23.75	2.29	4.25	59.50	60.00	12.00	12.00
813			21.67	23.17	2.50	3.33	65.00	65.00	12.00	12.00
814			21.21	24.25	2.21	4.25	55.50	61.50	12.00	12.00
821			24.33	23.46	3.71	4.25	52.50	63.50	12.00	12.00
822			23.25	23.13	2.75	3.79	59.00	60.00	12.00	12.00
TIME			LOS		MEAN AFQT		MEAN EDUCATION			
			REPORT	DEPART	REPORT	DEPART	REPORT	DEPART		
801			3.30	4.48	55.50	59.83	12.13	12.04		
802			3.55	4.72	58.99	58.74	11.90	11.75		
803			4.13	4.44	64.35	65.08	11.30	11.74		
804			3.71	4.79	56.03	58.46	11.45	11.90		
811			5.03	5.72	58.60	59.57	11.73	11.94		
812			3.24	5.89	56.58	59.72	12.03	11.80		
813			3.05	5.13	60.65	63.87	11.80	11.98		
814			4.05	6.52	57.18	61.52	11.52	11.71		
821			5.35	6.86	54.93	63.73	11.93	11.87		
822			4.58	4.67	58.51	58.96	11.79	11.93		



## COMPARATIVE STATISTICS OF PERSONNEL INVOLVED IN TURNOVER

UIC 04666 STIP NAME DD 950 RICHARD EDWARDS

TIME	MEDIAN AGE REPORT DEPART	MEDIAN LOS REPORT DEPART	MEDIAN AFQT REPORT DEPART	MEDIAN EDUCATION REPORT DEPART
801	21.42	1.75	58.00	12.00
802	21.83	0.92	61.00	12.00
803	22.42	1.13	60.00	12.00
804	22.67	1.17	58.00	12.00
811	22.33	2.00	64.00	12.00
812	22.58	1.67	60.00	12.00
813	23.25	3.25	58.00	12.00
814	22.92	4.29	62.00	12.00
821	23.04	1.17	67.00	12.00
822	23.50	1.83	62.00	12.00

TIME	MEAN AGE REPORT DEPART	MEAN LOS REPORT DEPART	MEAN AFQT REPORT DEPART	MEAN EDUCATION REPORT DEPART
801	23.82	3.97	56.80	11.90
802	21.86	2.35	60.03	11.78
803	21.84	2.44	61.14	11.80
804	21.99	2.36	60.16	11.92
811	22.45	2.90	60.24	11.76
812	22.71	2.68	62.57	11.83
813	24.69	4.86	62.55	12.07
814	23.97	6.45	62.66	11.88
821	21.74	2.65	66.18	11.76
822	22.77	3.37	61.91	11.76



# COMPARATIVE STATISTICS OF PERSONNEL INVOLVED IN TURNOVER

TIME	UIC	04074	SHIP NAME		DDG 8 LYNDE MCCORMICK		MEDIAN AFQT		MEDIAN REPORT	MEDIAN LOS		MEDIAN REPORT	MEDIAN AFQT		MEDIAN REPORT	EDUCATION	
			REPORT	DEPART	REPORT	DEPART	REPORT	DEPART		REPORT	DEPART		REPORT	DEPART		REPORT	DEPART
801			21.50	23.17	2.83	4.42	56.00	65.00		4.42		56.00	65.00		12.00	12.00	
802			21.88	23.58	2.63	4.04	54.00	60.00		4.04		54.00	60.00		12.00	12.00	
803			24.25	23.13	4.00	3.92	69.00	62.00		3.92		69.00	62.00		12.00	12.00	
804			21.25	22.08	2.04	3.08	61.00	64.50		3.08		61.00	64.50		12.00	12.00	
811			22.08	23.17	1.92	4.00	54.00	62.00		4.00		54.00	62.00		12.00	12.00	
812			22.33	23.42	1.88	3.75	62.00	65.00		3.75		62.00	65.00		12.00	12.00	
813			20.92	24.38	1.25	4.25	67.00	66.50		4.25		67.00	66.50		12.00	12.00	
814			23.17	23.67	1.50	4.25	62.00	67.00		4.25		62.00	67.00		12.00	12.00	
821			22.50	22.92	3.00	3.83	65.00	62.00		3.83		65.00	62.00		12.00	12.00	
822			21.96	22.83	2.17	3.33	62.50	59.00		3.33		62.50	59.00		12.00	12.00	

TIME	UIC	04074	SHIP NAME		DDG 8 LYNDE MCCORMICK		MEAN AFQT		MEAN REPORT	MEAN LOS		MEAN REPORT	MEAN EDUCATION		MEAN REPORT	MEAN EDUCATION	
			REPORT	DEPART	REPORT	DEPART	REPORT	DEPART		REPORT	DEPART		REPORT	DEPART		REPORT	DEPART
801			23.40	24.41	4.29	5.16	54.84	61.68		5.16		54.84	61.68		11.71	11.94	
802			23.55	24.75	4.22	5.04	56.62	60.73		5.04		56.62	60.73		11.64	12.02	
803			24.74	25.17	5.57	5.56	64.81	61.04		5.56		64.81	61.04		11.95	11.83	
804			22.99	23.61	3.38	4.25	62.18	63.67		4.25		62.18	63.67		11.50	11.64	
811			23.97	25.03	3.91	5.46	51.82	65.22		5.46		51.82	65.22		11.90	11.95	
812			23.21	25.57	3.80	5.31	62.28	60.94		5.31		62.28	60.94		12.22	12.08	
813			22.70	25.96	2.46	6.18	64.49	61.77		6.18		64.49	61.77		11.69	12.08	
814			23.69	24.95	3.76	5.12	58.53	58.51		5.12		58.53	58.51		11.67	11.89	
821			23.95	24.58	4.88	5.64	62.55	65.93		5.64		62.55	65.93		11.68	11.75	
822			23.68	24.60	2.95	4.77	59.44	61.63		4.77		59.44	61.63		11.90	12.04	





## COMPARATIVE STATISTICS CF PERSONNEL INVOLVED IN TURNOVER

UIC	SHIP NAME	AS 31 HUNLEY	MEDIAN LOS				MEDIAN AFQT				MEDIAN EDUCATION			
TIME	REPORT	AGE	REPORT	DEPART	LOS	REPORT	DEPART	AFQT	REPORT	DEPART	EDUCATION	REPORT	DEPART	EDUCATION
801	20.38	22.67	1.04	3.42	3.42	54.00	60.00	60.00	12.00	12.00	12.00	12.00	12.00	12.00
802	20.67	22.75	1.00	3.17	3.17	52.00	58.00	58.00	12.00	12.00	12.00	12.00	12.00	12.00
803	22.00	25.50	3.08	4.67	4.67	56.00	60.00	60.00	12.00	12.00	12.00	12.00	12.00	12.00
804	21.58	24.33	1.58	4.42	4.42	55.00	61.00	61.00	12.00	12.00	12.00	12.00	12.00	12.00
811	20.83	23.08	2.00	3.46	3.46	60.00	69.00	69.00	12.00	12.00	12.00	12.00	12.00	12.00
812	21.92	23.00	2.33	3.04	3.04	64.00	62.00	62.00	12.00	12.00	12.00	12.00	12.00	12.00
813	22.92	23.21	2.33	3.75	3.75	75.00	58.00	58.00	12.00	12.00	12.00	12.00	12.00	12.00
814	22.67	22.96	2.25	4.13	4.13	62.00	65.00	65.00	12.00	12.00	12.00	12.00	12.00	12.00
821	20.75	23.75	0.83	4.33	4.33	47.00	62.00	62.00	12.00	12.00	12.00	12.00	12.00	12.00
822	24.33	22.83	4.92	3.75	3.75	63.00	56.00	56.00	12.00	12.00	12.00	12.00	12.00	12.00

UIC	SHIP NAME	AS 31 HUNLEY	MEAN LOS				MEAN AFQT				MEAN EDUCATION			
TIME	REPORT	AGE	REPORT	DEPART	LOS	REPORT	DEPART	AFQT	REPORT	DEPART	EDUCATION	REPORT	DEPART	EDUCATION
801	21.93	24.43	2.42	4.97	4.97	56.85	61.34	61.34	11.79	11.89	11.89	11.79	11.89	11.89
802	23.88	24.23	3.61	4.55	4.55	51.40	58.53	58.53	11.76	11.89	11.89	11.76	11.89	11.89
803	23.57	26.43	4.29	6.32	6.32	55.75	57.72	57.72	11.57	12.00	12.00	11.57	12.00	12.00
804	23.30	26.10	3.89	6.36	6.36	57.81	58.80	58.80	11.88	11.95	11.95	11.88	11.95	11.95
811	24.80	24.54	5.06	4.95	4.95	58.03	66.61	66.61	11.88	11.89	11.89	11.88	11.89	11.89
812	24.72	24.58	4.72	4.72	4.72	60.72	61.81	61.81	11.88	11.89	11.89	11.88	11.89	11.89
813	25.15	25.15	4.68	5.30	5.30	69.07	59.90	59.90	11.84	12.00	12.00	11.84	12.00	12.00
814	24.60	25.33	4.28	5.77	5.77	59.98	62.93	62.93	12.02	11.94	11.94	12.02	11.94	11.94
821	23.71	25.50	3.90	5.64	5.64	50.68	57.43	57.43	11.96	11.84	11.84	11.96	11.84	11.84
822	26.29	25.00	6.54	5.31	5.31	61.33	57.43	57.43	11.96	11.84	11.84	11.96	11.84	11.84



# COMPARATIVE STATISTICS OF PERSONNEL INVOLVED IN TURNOVER

UIC	04698	SHIP NAME	FFG 5	RICHARD L	PAGE
TIME					
801	22.23	REPORT	22.23	REPORT	22.23
802	21.00	REPORT	21.00	REPORT	21.00
804	23.50	REPORT	23.50	REPORT	23.50
811	20.00	REPORT	20.00	REPORT	20.00
812	21.25	REPORT	21.25	REPORT	21.25
814	22.92	REPORT	22.92	REPORT	22.92
821	20.67	REPORT	20.67	REPORT	20.67
822	22.33	REPORT	22.33	REPORT	22.33
		MEAN	22.33	MEAN	22.33
		REPORT	22.33	REPORT	22.33
		AGE	22.33	AGE	22.33
		DEPART	22.33	DEPART	22.33
		LOS	2.08	LOS	2.08
		REPORT	2.08	REPORT	2.08
		DEPART	2.08	DEPART	2.08
		AFQT	64.50	AFQT	64.50
		REPORT	64.50	REPORT	64.50
		DEPART	64.50	DEPART	64.50
		EDUCATION	12.00	EDUCATION	12.00
		REPORT	12.00	REPORT	12.00
		DEPART	12.00	DEPART	12.00

UIC	04698	SHIP NAME	FFG 5	RICHARD L	PAGE
TIME					
801	22.85	REPORT	22.85	REPORT	22.85
802	23.26	REPORT	23.26	REPORT	23.26
803	22.89	REPORT	22.89	REPORT	22.89
804	25.91	REPORT	25.91	REPORT	25.91
811	20.39	REPORT	20.39	REPORT	20.39
812	22.17	REPORT	22.17	REPORT	22.17
813	24.51	REPORT	24.51	REPORT	24.51
814	22.44	REPORT	22.44	REPORT	22.44
821	22.91	REPORT	22.91	REPORT	22.91
822	23.91	REPORT	23.91	REPORT	23.91
		MEAN	23.91	MEAN	23.91
		REPORT	23.91	REPORT	23.91
		AGE	23.91	AGE	23.91
		DEPART	23.91	DEPART	23.91
		LOS	4.08	LOS	4.08
		REPORT	4.08	REPORT	4.08
		DEPART	4.08	DEPART	4.08
		AFQT	59.84	AFQT	59.84
		REPORT	59.84	REPORT	59.84
		DEPART	59.84	DEPART	59.84
		EDUCATION	11.91	EDUCATION	11.91
		REPORT	11.91	REPORT	11.91
		DEPART	11.91	DEPART	11.91



## COMPARATIVE STATISTICS OF PERSONNEL INVOLVED IN TURNOVER

UIC 04951

SHIP NAME AO 51 ASHTABULA

TIME	MEDIAN AGE REPORT	MEDIAN LOS REPORT	MEDIAN AFQT REPORT	MEDIAN EDUCATION REPORT
801	22.13	2.54	51.00	12.00
802	21.17	1.67	55.00	12.00
803	21.67	1.00	50.00	12.00
804	20.67	1.42	61.00	12.00
811	21.50	1.58	56.00	12.00
812	21.25	1.04	60.00	12.00
813	21.33	0.92	54.00	12.00
814	22.58	1.25	49.00	12.00
821	19.96	0.67	51.00	12.00
822	21.67	0.92	53.00	12.00

TIME	MEAN AGE REPORT	MEAN LOS REPORT	MEAN AFQT REPORT	MEAN EDUCATION REPORT
801	23.79	3.81	49.54	11.54
802	23.26	3.30	56.47	11.74
803	25.09	4.84	59.89	11.51
804	21.95	2.55	53.36	11.53
811	23.55	4.82	57.84	11.78
812	23.18	4.06	55.31	11.69
813	22.51	4.53	59.98	11.67
814	24.77	4.54	53.98	12.11
821	22.77	4.38	59.05	11.89
822	22.24	6.29	53.57	11.90
	22.63	5.72	54.68	11.95



## COMPARATIVE STATISTICS OF PERSONNEL INVOLVED IN TURNOVER

UIC	0 5604	SHIP NAME SS 581 BLUEBACK			
TIME		MEDIAN AGE	MEDIAN LOS	MEDIAN AFQT	MEDIAN EDUCATION
801	REPORT 21.96	DEPART 22.08	REPORT 1.71	REPORT 67.50	DEPART 12.00
802	22.29	22.67	3.17	69.00	12.00
803	21.58	24.00	4.17	64.00	12.00
804	22.08	23.25	3.33	55.00	12.00
811	20.17	23.17	4.42	59.50	12.00
812	20.67	25.25	5.08	73.00	12.00
813	23.67	23.42	3.92	69.00	12.00
814	24.00	22.21	3.88	67.00	12.00
821	21.00	22.75	4.33	58.00	12.00
822	23.71	23.58	4.83	63.50	12.00

TIME	MEAN	AGE	LOS	AFQT	EDUCATION
801	REPORT 23.77	DEPART 23.05	REPORT 3.68	REPORT 65.30	DEPART 11.67
802	24.84	26.56	4.78	60.55	12.14
803	21.83	24.11	5.03	62.40	11.77
804	22.08	25.77	4.96	55.00	11.56
811	21.16	26.27	6.46	59.67	11.67
812	21.96	27.76	7.18	71.33	12.08
813	25.96	24.91	5.51	63.42	11.61
814	26.88	24.88	6.07	60.31	11.30
821	23.95	23.87	4.56	59.67	11.94
822	26.03	25.64	0.67	59.33	11.74





# COMPARATIVE STATISTICS OF PERSONNEL INVOLVED IN TURNOVER

UIC	0 5833	SHIP NAME		AOE 2 CAMDEN		MEDIAN		AFQT		MEDIAN		EDUCATION	
TIME		REPORT	DEPART	REPORT	DEPART	REPORT	DEPART	REPORT	DEPART	REPORT	DEPART	REPORT	DEPART
801		21.42	22.42	2.67	2.75	55.00	58.00	55.00	58.00	12.00	12.00	12.00	12.00
802		21.00	22.42	2.25	3.00	55.00	60.00	55.00	60.00	12.00	12.00	12.00	12.00
803		20.92	22.92	1.83	3.17	56.00	60.00	56.00	60.00	12.00	12.00	12.00	12.00
804		20.96	22.58	0.96	3.17	55.00	60.00	55.00	60.00	12.00	12.00	12.00	12.00
811		21.54	22.54	2.42	3.42	54.50	55.00	54.50	55.00	12.00	12.00	12.00	12.00
812		20.50	22.50	0.83	3.25	54.00	60.00	54.00	60.00	12.00	12.00	12.00	12.00
813		21.00	22.08	1.00	2.52	50.00	62.00	50.00	62.00	12.00	12.00	12.00	12.00
814		21.58	22.67	3.00	2.79	54.00	65.00	54.00	65.00	12.00	12.00	12.00	12.00
821		20.88	22.75	0.88	3.67	47.50	64.00	47.50	64.00	12.00	12.00	12.00	12.00
822		21.42	22.58	1.00	3.42	50.00	66.50	50.00	66.50	12.00	12.00	12.00	12.00

UIC	0 5833	SHIP NAME		AOE 2 CAMDEN		MEAN		AFQT		MEAN		EDUCATION	
TIME		REPORT	DEPART	REPORT	DEPART	REPORT	DEPART	REPORT	DEPART	REPORT	DEPART	REPORT	DEPART
801		23.74	24.08	4.20	4.56	54.93	59.85	54.93	59.85	11.49	11.84	11.49	11.84
802		22.26	24.38	2.95	4.92	58.58	58.82	58.58	58.82	11.74	11.67	11.74	11.67
803		21.90	23.65	2.63	4.09	57.13	60.60	57.13	60.60	11.38	11.57	11.38	11.57
804		22.81	24.09	2.92	4.29	58.50	61.00	58.50	61.00	11.74	11.88	11.74	11.88
811		22.67	23.87	3.01	4.35	54.67	58.29	54.67	58.29	11.67	11.59	11.67	11.59
812		22.50	23.85	3.06	4.21	56.55	60.76	56.55	60.76	11.90	11.87	11.90	11.87
813		23.78	24.43	3.72	4.78	51.85	61.37	51.85	61.37	11.65	11.85	11.65	11.85
814		22.91	23.88	3.34	4.36	51.35	64.71	51.35	64.71	11.74	11.71	11.74	11.71
821		22.80	24.55	3.99	5.00	50.48	60.71	50.48	60.71	11.78	11.90	11.78	11.90
822		22.55	24.07	3.06	4.37	53.22	64.02	53.22	64.02	11.66	11.90	11.66	11.90



# COMPARATIVE STATISTICS OF PERSONNEL INVOLVED IN TURNOVER

UIC	05836	SHIP NAME	AFS 5 CONCORD	MEDIAN AGE REPORT DEPART	MEDIAN LOS REPORT DEPART	MEDIAN AFQT REPORT DEPART	MEDIAN EDUCATION REPORT DEPART
TIME							
801	21.50	25.33	0.92	3.50	57.00	56.00	12.00
802	20.88	21.58	0.79	2.83	54.00	62.00	12.00
803	22.00	22.83	1.25	2.92	52.00	56.00	12.00
804	20.75	22.67	1.08	3.00	56.00	65.00	12.00
811	20.88	22.38	1.13	3.38	51.00	54.50	12.00
812	20.00	23.38	0.75	3.38	49.00	60.00	12.00
813	24.33	22.17	5.25	2.67	50.00	64.00	12.00
814	21.08	23.42	1.25	3.83	62.00	66.00	12.00
821	21.21	23.25	1.00	4.17	51.00	64.00	12.00
822	22.71	22.42	1.29	3.25	54.00	56.00	12.00

UIC	05836	SHIP NAME	AFS 5 CONCORD	MEDIAN AGE REPORT DEPART	MEDIAN LOS REPORT DEPART	MEDIAN AFQT REPORT DEPART	MEDIAN EDUCATION REPORT DEPART
TIME							
801	23.30	24.34	2.90	4.74	56.58	57.42	11.65
802	22.80	23.87	3.17	5.00	53.75	59.27	11.83
803	22.84	23.65	3.06	3.81	55.64	58.80	11.96
804	22.90	24.46	3.08	3.77	53.00	65.16	12.01
811	22.69	24.24	3.55	4.60	51.58	56.26	11.68
812	21.41	24.41	1.86	4.39	49.16	59.94	11.85
813	26.67	23.57	6.45	4.77	48.39	63.98	12.02
814	22.16	24.56	2.47	3.73	62.03	62.26	11.97
821	22.18	25.54	2.47	4.34	53.97	59.49	11.86
822	24.01	24.79	3.83	4.66	54.07	56.48	11.91



## COMPARATIVE STATISTICS OF PERSONNEL INVOLVED IN TURNOVER

UIC	05847	SHIP NAME	LKA 116 ST LOUIS	MEDIAN AGE		MEDIAN LOS		MEDIAN AFQT		MEDIAN EDUCATION		
TIME	REPORT	DEPART	REPORT	DEPART	REPORT	DEPART	REPORT	DEPART	REPORT	DEPART	REPORT	DEPART
801	22.25	23.08	1.25	3.58	47.00	49.00	12.00	12.00	12.00	12.00	12.00	12.00
802	20.92	23.17	1.08	3.33	58.00	65.00	12.00	12.00	12.00	12.00	12.00	12.00
803	21.29	22.21	1.71	3.58	60.00	57.00	12.00	12.00	12.00	12.00	12.00	12.00
804	20.83	22.38	0.83	2.88	56.00	58.00	12.00	12.00	12.00	12.00	12.00	12.00
811	20.25	22.00	0.83	3.33	43.00	60.00	12.00	12.00	12.00	12.00	12.00	12.00
812	22.46	23.42	1.96	3.42	50.50	55.00	12.00	12.00	12.00	12.00	12.00	12.00
813	21.79	22.67	1.17	3.33	46.00	65.00	12.00	12.00	12.00	12.00	12.00	12.00
814	22.38	23.42	1.17	4.42	57.00	62.00	12.00	12.00	12.00	12.00	12.00	12.00
821	20.13	23.71	1.54	3.58	54.00	55.50	12.00	12.00	12.00	12.00	12.00	12.00
822	21.92	23.33	0.83	3.83	52.00	57.00	12.00	12.00	12.00	12.00	12.00	12.00

UIC	05847	SHIP NAME	LKA 116 ST LOUIS	MEAN AGE		MEAN LOS		MEAN AFQT		MEAN EDUCATION		
TIME	REPORT	DEPART	REPORT	DEPART	REPORT	DEPART	REPORT	DEPART	REPORT	DEPART	REPORT	DEPART
801	24.23	25.46	3.88	5.95	48.88	52.61	11.98	11.85	11.98	11.85	11.98	11.85
802	21.69	24.86	2.34	5.08	59.78	60.60	11.76	11.72	11.76	11.72	11.76	11.72
803	22.53	24.91	3.30	5.09	58.65	58.26	11.57	11.86	11.57	11.86	11.57	11.86
804	22.08	23.54	2.31	3.88	59.91	58.91	11.53	11.75	11.53	11.75	11.53	11.75
811	22.42	23.95	2.99	4.68	49.63	59.98	12.11	11.89	12.11	11.89	12.11	11.89
812	24.73	25.33	4.30	5.07	50.91	53.44	11.94	11.98	11.94	11.98	11.94	11.98
813	23.77	23.55	3.82	4.02	48.68	62.17	11.86	11.80	11.86	11.80	11.86	11.80
814	23.05	26.20	4.47	6.43	56.77	59.52	11.58	12.12	11.58	12.12	11.58	12.12
821	22.09	24.58	2.85	4.36	54.72	59.52	11.50	11.96	11.50	11.96	11.50	11.96
822	23.27	25.60	2.61	5.34	51.42	56.29	11.81		11.81		11.81	



# COMPARATIVE STATISTICS OF PERSONNEL INVOLVED IN TURNOVER

TIME	UIC	07183	SHIP NAME		LPD 9 DENVER		EDUCATION DEPART
			MEDIAN REPORT	LCS DEPART	MEDIAN REPORT	AFQT DEPART	
801		21.42	1.50	2.46	55.50	58.00	12.00
802		21.33	1.17	3.33	50.00	55.00	12.00
803		22.00	1.83	2.08	56.00	58.00	12.00
804		20.38	0.83	3.50	55.50	58.00	12.00
811		20.25	0.92	3.83	55.00	62.00	12.00
812		20.67	1.04	3.75	55.50	56.00	12.00
813		22.08	2.00	3.17	53.50	55.00	12.00
814		22.21	2.67	4.25	56.00	52.00	12.00
821		21.92	1.75	4.25	59.00	58.00	12.00
822		22.25	1.00	3.75	49.00	60.00	12.00

TIME	MEAN REPORT	AGE DEPART	MEAN REPORT	LOS DEPART	MEAN REPORT	AFQT DEPART	MEAN REPORT	EDUCATION DEPART
801	22.913	23.63	2.99	3.81	58.81	59.00	12.06	11.93
802	22.443	24.03	3.17	4.37	52.05	56.93	11.64	11.90
803	22.447	23.59	3.38	4.70	59.13	59.58	11.64	12.00
804	21.87	23.49	2.41	4.54	54.05	59.73	11.59	11.66
811	22.12	24.83	2.23	5.24	55.06	59.30	11.55	11.70
812	22.04	25.65	2.56	6.04	56.31	58.77	11.87	11.96
813	22.46	25.66	3.78	5.27	52.89	56.55	11.91	12.04
814	23.56	24.50	3.42	5.08	57.98	55.33	11.90	11.85
821	23.52	24.77	3.33	4.29	58.99	57.42	11.98	11.96
822	23.77	24.72	3.26	4.43	50.56	61.49	11.77	11.96





# COMPARATIVE STATISTICS CF PERSONNEL INVOLVED IN TURNOVER

UIC	07351	SHIP NAME		LPH 3 OKINAWA	
TIME	MEDIAN AGE REPORT DEPART	MEDIAN LOS REPORT DEPART	MEDIAN AFQT REPORT DEPART	MEDIAN REPORT DEPART	EDUCATION DEPART
801	21.25	1.67	49.00	12.00	12.00
802	20.71	1.00	53.00	12.00	12.00
803	21.42	1.92	55.00	12.00	12.00
804	21.04	1.17	54.50	12.00	12.00
811	21.17	1.58	52.00	12.00	12.00
812	20.50	1.00	55.00	12.00	12.00
813	21.08	1.67	52.00	12.00	12.00
814	23.08	3.00	50.00	12.00	12.00
821	23.50	1.67	46.00	12.00	12.00
822	23.17	1.08	56.00	12.00	12.00

TIME	MEAN REPORT	LOS DEPART	MEAN REPORT	AFQT DEPART	MEAN REPORT	EDUCATION DEPART
801	23.21	3.43	50.98	58.20	11.91	11.87
802	22.84	3.39	53.59	60.74	11.82	11.78
803	23.03	3.04	58.17	53.02	11.91	11.88
804	23.29	3.68	56.05	63.63	11.51	12.03
811	23.21	3.68	53.91	61.36	12.04	11.72
812	21.98	3.40	55.91	55.20	11.73	11.85
813	21.37	3.12	52.37	57.69	11.68	11.94
814	26.43	6.12	51.20	58.70	11.94	11.76
821	24.66	4.85	48.57	61.13	12.00	12.09
822	24.67	4.64	55.65	61.49	11.84	11.72



## COMPARATIVE STATISTICS OF PERSONNEL INVOLVED IN TURNOVER

UIC	08808	SHIP NAME	AR 5 VULCAN	MEDIAN AGE	MEDIAN LOS	MEDIAN AFQT	MEDIAN EDUCATION
TIME	REPORT	DEPART	REPORT	DEPART	REPORT	DEPART	REPORT
801	20.00	23.17	0.83	3.17	52.00	59.00	12.00
802	21.42	22.42	1.21	2.75	55.00	59.00	12.00
803	21.33	22.33	2.00	3.25	54.00	60.00	12.00
804	22.33	22.46	1.92	2.96	56.00	60.50	12.00
811	21.71	23.75	1.33	3.00	62.00	61.00	12.00
812	21.83	23.29	1.00	4.04	62.00	57.00	12.00
813	21.75	22.33	1.21	2.63	64.00	62.50	12.00
814	21.92	24.29	1.25	4.25	56.00	64.00	12.00
821	22.08	22.67	1.08	2.50	59.00	62.00	12.00
822	21.21	23.17	1.54	3.83	59.00	58.00	12.00

UIC	08808	SHIP NAME	AR 5 VULCAN	MEDIAN AGE	MEDIAN LOS	MEDIAN AFQT	MEDIAN EDUCATION
TIME	REPORT	DEPART	REPORT	DEPART	REPORT	DEPART	REPORT
801	20.69	24.71	1.32	4.72	53.86	60.04	11.79
802	22.91	24.80	3.24	5.25	54.23	60.70	11.87
803	23.86	24.38	4.01	4.78	55.85	60.69	11.72
804	24.04	24.75	3.85	3.85	57.57	62.83	11.89
811	23.25	25.49	3.25	5.21	60.68	60.23	11.89
812	23.66	24.82	3.54	5.12	61.12	58.23	11.77
813	23.42	24.12	3.34	4.49	62.08	62.25	11.94
814	23.88	26.36	3.56	5.96	56.73	61.52	11.88
821	23.87	24.51	3.53	4.41	56.84	59.06	12.12
822	23.05	25.17	3.51	5.13	60.32	59.70	11.84



## COMPARATIVE STATISTICS CF PERSONNEL INVOLVED IN TURNOVER

UIC	08809	SHIP NAME		AR 7 HECTOR		MEDIAN AFQT		MEDIAN EDUCATION	
TIME	REPORT	AGE	DEPART	REPORT	DEPART	REPORT	DEPART	REPORT	DEPART
801	20.79	22.50	2.75	1.88	55.00	59.00	12.00	12.00	
802	21.58	22.58	2.83	2.83	52.00	60.00	12.00	12.00	
803	22.33	22.33	3.17	2.92	56.00	55.00	12.00	12.00	
804	21.67	24.13	3.38	2.67	54.50	61.00	12.00	12.00	
811	21.58	23.38	3.83	2.25	58.00	58.50	12.00	12.00	
812	21.92	23.92	4.00	1.33	54.00	56.00	12.00	12.00	
813	22.67	23.56	3.79	2.42	55.00	59.00	12.00	12.00	
814	21.54	24.17	3.54	1.96	57.50	58.00	12.00	12.00	
821	24.50	23.50	4.33	3.75	48.00	58.00	12.00	12.00	
822	23.42	23.83	4.33	2.58	50.00	57.00	12.00	12.00	

TIME	REPORT	AGE	DEPART	MEAN	AFQT	REPORT	DEPART	MEAN	EDUCATION
801	21.91	24.21	4.55	2.80	56.13	58.59	11.71	11.90	
802	22.67	24.57	4.86	3.42	54.59	58.94	11.52	11.83	
803	23.82	24.37	4.58	3.67	56.03	58.85	11.81	12.02	
804	23.82	25.63	5.43	4.43	54.73	61.25	11.56	11.93	
811	23.19	25.83	4.85	4.53	60.80	57.41	11.79	11.88	
812	23.15	24.60	4.91	3.70	56.60	55.25	11.87	11.73	
813	23.54	24.22	5.30	3.37	51.58	58.69	11.82	12.04	
814	23.22	25.22	5.54	3.15	57.05	58.17	11.23	11.96	
821	25.38	26.16	5.94	4.92	45.78	57.65	12.16	11.87	
822	24.94	25.44	5.59	4.56	49.52	58.99			



## COMPARATIVE STATISTICS OF PERSONNEL INVOLVED IN TURNOVER

UIC	20012	SHIP NAME	LSD 37	PORTLAND	MEDIAN AGE REPORT DEPART	MEDIAN LOS REPORT DEPART	MEDIAN AFQT REPORT DEPART	MEDIAN EDUCATION REPORT DEPART
TIME								
801	22.475	22.08	1.13	2.17	58.00	54.00	12.00	
802	20.58	21.46	1.50	3.21	49.00	59.00	12.00	
803	21.25	22.58	0.92	2.25	64.00	60.00	12.00	
804	21.08	21.42	1.21	2.08	56.00	61.00	12.00	
811	21.58	23.33	1.17	4.33	54.00	55.00	12.00	
812	20.17	22.63	1.00	2.83	60.00	54.00	12.00	
813	21.13	22.83	1.25	3.25	53.00	50.00	12.00	
814	21.67	23.00	0.92	4.25	56.00	57.00	12.00	
821	20.75	23.08	1.00	3.92	56.00	56.00	12.00	
822		22.92		3.50	56.00	59.00	12.00	

UIC	20012	SHIP NAME	LSD 37	PORTLAND	MEDIAN AGE REPORT DEPART	MEDIAN LOS REPORT DEPART	MEDIAN AFQT REPORT DEPART	MEDIAN EDUCATION REPORT DEPART
TIME								
801	24.04	23.37	4.08	3.48	54.60	54.85	11.37	
802	21.96	23.43	2.56	4.14	50.46	60.75	11.90	
803	22.59	23.20	2.68	3.00	63.31	59.82	12.02	
804	22.30	23.30	2.89	3.13	55.89	61.97	11.42	
811	23.01	24.99	2.84	5.48	55.44	57.85	11.81	
812	23.16	24.44	3.33	4.47	58.81	61.43	12.10	
813	22.61	24.55	3.28	5.07	55.59	56.38	11.90	
814	25.16	24.86	5.57	5.33	50.94	59.31	11.75	
821	23.78	24.39	3.77	4.71	54.06	59.25	11.66	
822	23.16	24.59	4.18	5.28	55.12	58.38	11.44	





## COMPARATIVE STATISTICS OF PERSONNEL INVOLVED IN TURNOVER

UIC	20050	SHIP NAME		FF	1079	BOWEN	MEDIAN	LCS	AFQT	EDUCATION
TIME	REPORT	DEPART	REPORT	DEPART	REPORT	DEPART	REPORT	DEPART	REPORT	DEPART
801	21.71	23.33	1.13	3.04	53.00	61.00	12.00	12.00	12.00	12.00
802	20.92	22.88	1.67	3.08	56.00	55.50	12.00	12.00	12.00	12.00
803	23.04	23.17	2.96	2.75	62.00	67.00	12.00	12.00	12.00	12.00
804	21.21	23.42	1.38	2.79	64.50	58.00	12.00	12.00	12.00	12.00
811	21.00	22.33	3.04	2.25	60.00	69.00	12.00	12.00	12.00	12.00
812	23.71	24.25	0.96	2.75	60.50	64.00	12.00	12.00	12.00	12.00
813	20.63	22.42	1.42	2.79	65.50	56.00	12.00	12.00	12.00	12.00
814	21.17	22.83	1.29	2.42	62.00	69.00	12.00	12.00	12.00	12.00
821	21.17	22.08	3.17	4.17	55.50	62.00	12.00	12.00	12.00	12.00
822	21.96	23.83			58.00					

UIC	20050	SHIP NAME		FF	1079	BOWEN	MEAN	AFQT	EDUCATION	
TIME	REPORT	DEPART	REPORT	DEPART	REPORT	DEPART	REPORT	DEPART	REPORT	DEPART
801	21.37	24.36	1.99	4.98	56.21	60.76	11.36	12.24	11.36	12.24
802	22.97	23.52	3.63	3.93	59.47	56.58	11.60	11.63	11.60	11.63
803	24.70	23.81	4.77	3.56	57.36	65.12	11.61	11.81	11.61	11.81
804	23.07	24.24	3.25	5.54	60.11	57.79	11.57	11.48	11.57	11.48
811	23.15	23.50	3.49	3.87	60.36	67.42	11.97	11.97	11.97	11.97
812	24.73	25.81	3.91	6.18	61.00	60.12	12.04	11.81	12.04	11.81
813	21.51	24.14	1.83	3.84	66.35	68.81	11.92	12.04	11.92	12.04
814	24.18	23.64	2.83	4.20	59.90	57.55	11.86	11.89	11.86	11.89
821	23.15	23.62	4.33	3.53	55.92	65.09	11.88	11.89	11.88	11.89
822	23.69	25.45		5.54	56.42	60.40	12.00	11.89	12.00	11.89



## COMPARATIVE STATISTICS OF PERSONNEL INVOLVED IN TURNOVER

UIC	20058	SHIP NAME		FF	1087	KIRK	MEDIAN AGE	MEDIAN LOS	MEDIAN AFQT	MEDIAN EDUCATION
TIME	REPORT	DEPART	REPORT	DEPART	REPORT	DEPART	REPORT	DEPART	REPORT	DEPART
801	21.96	22.46	1.46	3.50	56.50	62.00	12.00	12.00	12.00	12.00
802	20.67	22.42	2.58	3.25	55.00	61.00	12.00	12.00	12.00	12.00
803	21.75	23.33	1.04	3.08	71.00	66.00	12.00	12.00	12.00	12.00
804	21.96	22.67	1.50	3.83	55.00	61.00	12.00	12.00	12.00	12.00
811	20.67	24.04	1.29	3.33	49.50	60.00	12.00	12.00	12.00	12.00
812	21.38	22.83	1.54	3.38	61.00	56.50	12.00	12.00	12.00	12.00
813	25.83	21.75	5.33	3.17	53.00	58.00	12.00	12.00	12.00	12.00
814	22.17	23.71	1.50	4.25	50.00	57.00	12.00	12.00	12.00	12.00
821	21.25	23.54	0.92	3.50	54.00	54.50	12.00	12.00	12.00	12.00
822	21.50	23.33	1.33	3.42	55.00	69.00	12.00	12.00	12.00	12.00

UIC	20058	SHIP NAME		FF	1087	KIRK	MEAN AGE	MEAN LOS	MEAN AFQT	MEAN EDUCATION
TIME	REPORT	DEPART	REPORT	DEPART	REPORT	DEPART	REPORT	DEPART	REPORT	DEPART
801	23.52	24.06	3.40	5.08	60.89	62.67	11.61	11.89	11.89	11.89
802	23.35	24.34	4.65	4.99	57.84	58.87	11.84	11.91	11.91	11.91
803	21.86	24.86	2.19	4.88	67.04	64.57	12.13	11.94	11.94	11.94
804	23.53	24.80	3.20	5.35	55.18	61.74	12.77	11.79	11.79	11.79
811	23.88	24.40	4.29	3.88	52.50	60.10	12.00	11.74	11.74	11.74
812	22.54	24.04	3.13	4.52	61.19	60.86	12.00	11.84	11.84	11.84
813	27.27	23.51	6.38	4.03	54.08	58.26	11.95	11.97	11.97	11.97
814	23.37	25.78	3.05	6.07	52.52	54.74	11.76	11.97	11.97	11.97
821	23.53	24.74	4.05	5.18	55.23	62.02	11.90	12.03	12.03	12.03
822	22.63	24.93	2.53	5.18	54.23	62.02	11.90	12.03	12.03	12.03



## COMPARATIVE STATISTICS OF PERSONNEL INVOLVED IN TURNOVER

UIC	20112	SHIP NAME		AE 29 MOUNT HOOD		MEDIAN		AFQT		MEAN		EDUCATION	
TIME	MEDIAN	AGE	REPORT	LOS	DEPART	REPORT	LOS	REPORT	LOS	REPORT	LOS	REPORT	LOS
801	21.17	21.67	2.17	2.67	58.00	48.00	2.67	58.00	2.67	12.00	12.00	12.00	12.00
802	20.88	22.71	1.00	3.21	51.00	53.00	3.21	51.00	3.21	12.00	12.00	12.00	12.00
803	21.58	22.63	2.83	3.38	62.00	54.00	3.38	62.00	3.38	12.00	12.00	12.00	12.00
804	21.83	22.67	2.13	3.08	62.00	56.00	3.08	62.00	3.08	12.00	12.00	12.00	12.00
811	21.67	22.50	1.83	3.17	53.50	54.00	3.17	53.50	3.17	12.00	12.00	12.00	12.00
812	21.83	22.08	1.92	3.17	54.00	50.00	3.17	54.00	3.17	12.00	12.00	12.00	12.00
813	21.08	22.83	1.83	4.17	56.00	50.00	4.17	56.00	4.17	12.00	12.00	12.00	12.00
814	22.17	22.92	0.92	3.54	58.00	50.00	3.54	58.00	3.54	12.00	12.00	12.00	12.00
821	21.42	23.79	0.83	4.42	65.00	50.00	4.42	65.00	4.42	12.00	12.00	12.00	12.00
822	19.83	23.21	0.75	3.33	55.00	49.00	3.33	55.00	3.33	12.00	12.00	12.00	12.00
TIME	MEAN	AGE	REPORT	LOS	DEPART	REPORT	LOS	REPORT	LOS	REPORT	LOS	REPORT	LOS
801	23.00	23.57	3.47	4.20	55.98	50.06	4.20	55.98	4.20	11.83	11.76	11.83	11.76
802	23.34	23.18	2.76	3.85	55.43	53.52	3.85	55.43	3.85	11.77	11.89	11.77	11.89
803	23.97	24.47	4.52	4.82	59.69	54.19	4.82	59.69	4.82	11.68	11.63	11.68	11.63
804	23.42	24.81	3.30	4.48	57.98	56.26	4.48	57.98	4.48	11.78	11.76	11.78	11.76
811	23.01	24.35	3.23	4.37	56.52	53.12	4.37	56.52	4.37	11.69	11.94	11.69	11.94
812	23.82	24.45	4.18	4.82	55.27	53.63	4.82	55.27	4.82	11.59	11.79	11.59	11.79
813	23.91	24.49	3.64	4.22	55.62	50.90	4.22	55.62	4.22	11.62	11.87	11.62	11.87
814	24.38	25.03	4.64	5.22	57.94	50.87	5.22	57.94	5.22	11.81	11.69	11.81	11.69
821	23.24	26.10	2.76	6.18	63.54	51.02	6.18	63.54	6.18	11.88	12.07	11.88	12.07
822	21.93	24.56	2.14	4.00	56.78	49.72	4.00	56.78	4.00	11.76	11.96	11.76	11.96



## COMPARATIVE STATISTICS OF PERSONNEL INVOLVED IN TURNOVER

TIME	UIC	20123	S-TIP NAME	AOR 4 SAVANNAH	EDUCATION DEPART
801		MEDIAN AGE REPORT	MEDIAN LOS REPORT	MEDIAN AFQT REPORT	MEDIAN REPORT
802		21.13	2.58	55.00	12.00
803		20.33	2.00	54.00	12.00
804		19.92	3.00	52.00	12.00
811		23.58	2.42	62.00	12.00
812		20.50	1.33	56.00	12.00
813		21.71	3.67	55.00	12.00
814		21.08	3.25	52.00	12.00
821		20.42	1.17	60.00	12.00
822		20.75	3.04	50.50	12.00
822		20.08	3.25	49.00	12.00
822		20.08	3.25	63.00	12.00

TIME	MEAN REPORT	AGE DEPART	MEAN REPORT	LUS DEPART	MEAN REPORT	AFQT DEPART	MEAN REPORT	EDUCATION DEPART
801	22.279	24.49	2.71	4.54	57.68	58.54	11.61	11.91
802	21.793	23.04	2.61	3.84	53.69	59.09	11.67	11.80
803	21.246	23.84	1.79	2.35	50.23	58.11	11.65	11.64
804	26.895	23.25	5.22	4.61	56.13	58.21	11.87	11.71
811	21.855	24.45	2.45	4.49	55.13	55.93	11.84	11.80
812	24.287	23.45	2.57	4.03	53.50	61.07	11.57	11.69
813	22.871	24.06	2.57	4.52	56.20	55.09	12.00	11.92
814	23.719	24.59	2.77	5.35	60.48	59.66	11.98	11.74
821	23.326	23.72	2.77	3.69	47.48	58.78	11.97	11.86
822	21.226	23.93	1.98	4.35	49.93	61.75	11.93	11.69





## COMPARATIVE STATISTICS OF PERSONNEL INVOLVED IN TURNOVER

UIC	20143	SHIP NAME		ASR 21 PIGEON		MEDIAN		AFQT		MEDIAN		EDUCATION	
TIME		REPORT	DEPART	REPORT	DEPART	REPORT	DEPART	REPORT	DEPART	REPORT	DEPART	REPORT	DEPART
801	22.17	25.50	4.75	2.08	52.50	78.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00
802	21.00	24.50	4.25	2.38	48.50	60.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00
803	22.25	24.00	4.33	3.33	55.00	70.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00
804	21.75	24.00	4.17	2.00	60.00	71.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00
811	22.00	24.75	4.58	2.58	58.00	64.50	12.00	12.00	12.00	12.00	12.00	12.00	12.00
812	26.25	24.92	4.71	3.92	48.00	58.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00
813	21.33	23.50	4.25	2.08	47.00	54.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00
814	23.04	22.54	4.13	2.42	57.00	56.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00
821	20.58	24.75	4.29	2.04	74.00	65.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00
822	22.25	22.71	3.33	2.08	46.50	55.50	12.00	12.00	12.00	12.00	12.00	12.00	12.00

TIME	REPORT	DEPART	AGE	REPORT	DEPART	LOS	REPORT	DEPART	AFQT	REPORT	DEPART	MEAN	EDUCATION
801	22.84	25.88	6.05	3.72	6.82	65.30	54.31	65.34	11.50	11.74	11.66	11.74	
802	21.88	26.69	5.84	2.91	6.84	57.34	49.58	57.84	11.67	11.81	11.81	11.81	
803	26.10	24.54	5.83	6.44	5.83	67.81	53.65	67.81	12.06	12.00	12.00	12.00	
804	24.49	25.71	6.45	4.22	5.83	59.00	57.82	59.00	12.74	12.05	12.05	12.05	
811	24.88	26.13	6.44	4.18	6.44	60.50	52.95	60.50	11.00	11.79	11.79	11.79	
812	26.47	25.99	6.04	5.63	6.04	54.64	50.52	54.64	12.00	11.47	11.47	11.47	
813	24.37	26.04	6.25	4.84	6.25	57.68	49.40	57.68	11.77	11.76	11.76	11.76	
814	25.84	24.61	5.28	5.38	5.28	62.19	51.64	62.19	11.94	12.25	12.25	12.25	
821	23.39	26.57	6.61	3.94	6.61	58.80	64.94	58.80	12.23	11.28	11.28	11.28	
822	23.65	24.52	4.52	3.16	4.52		52.59						



# COMPARATIVE STATISTICS CF PERSONNEL INVOLVED IN TURNOVER

UIC	20223	SHIP NAME		LST 1197 BARNSTABLE CTY			
TIME	MEDIAN AGE	MEDIAN LOS	MEDIAN AFQT	MEDIAN REPORT	EDUCATION DEPART	MEDIAN REPORT	EDUCATION DEPART
801	20.42	0.83	2.50	47.50	12.00	12.00	12.00
802	20.58	1.08	3.04	55.00	12.00	12.00	12.00
803	20.17	0.75	3.67	55.00	12.00	12.00	12.00
804	20.08	0.79	4.17	52.00	12.00	12.00	12.00
811	20.25	0.79	3.17	50.00	12.00	12.00	12.00
812	21.33	2.63	3.29	52.00	12.00	12.00	12.00
813	21.00	1.00	2.50	58.00	12.00	12.00	12.00
814	21.92	1.67	2.38	58.00	12.00	12.00	12.00
821	21.00	0.83	3.21	51.00	12.00	12.00	12.00
822	19.92	0.92	3.17	49.00	12.00	12.00	12.00

TIME	MEAN AGE	MEAN LOS	MEAN AFQT	MEAN REPORT	EDUCATION DEPART	MEAN REPORT	EDUCATION DEPART
801	21.90	2.43	49.70	11.65	11.85	11.65	11.85
802	21.75	2.30	58.11	11.56	11.59	11.56	11.59
803	22.01	2.50	56.32	11.26	11.73	11.26	11.73
804	21.92	2.51	60.61	11.36	11.44	11.36	11.44
811	22.87	3.34	52.80	11.64	11.88	11.64	11.88
812	22.70	3.31	56.31	11.65	11.69	11.65	11.69
813	22.80	3.49	61.78	11.68	11.78	11.68	11.78
814	22.81	2.88	53.67	11.62	11.94	11.62	11.94
821	23.97	4.28	57.09	11.45	11.68	11.45	11.68
822	22.23	2.35	60.86	11.66	11.89	11.66	11.89



# COMPARATIVE STATISTICS CF PERSONNEL INVOLVED IN TURNOVER

UIC	20576	SHIP NAME		DD 965 KINKAID				
TIME	MEDIAN AGE REPORT	MEDIAN LOS REPORT	MEDIAN AFQT REPORT	MEDIAN EDUCATION DEPT				
801	20.38	1.75	56.00	61.00	12.00	12.00	12.00	12.00
802	21.75	2.08	60.00	59.00	12.00	12.00	12.00	12.00
803	22.50	1.58	59.00	61.00	12.00	12.00	12.00	12.00
804	22.42	1.33	67.00	62.00	12.00	12.00	12.00	12.00
811	23.08	1.79	56.00	66.50	12.00	12.00	12.00	12.00
812	21.54	1.92	61.50	60.00	12.00	12.00	12.00	12.00
813	22.50	1.46	55.50	65.00	12.00	12.00	12.00	12.00
814	21.58	2.08	58.00	58.50	12.00	12.00	12.00	12.00
821	20.83	0.75	50.00	64.50	12.00	12.00	12.00	12.00
822	21.67	1.92	56.00	60.00	12.00	12.00	12.00	12.00

TIME	MEAN AGE REPORT	MEAN LOS REPORT	MEAN AFQT REPORT	MEAN EDUCATION DEPT				
801	21.60	3.32	61.59	11.62	12.12	12.12	12.12	12.12
802	22.48	3.09	57.09	11.79	11.74	11.74	11.74	11.74
803	23.74	2.09	62.64	12.00	12.08	12.08	12.08	12.08
804	21.82	2.12	60.90	11.72	12.05	12.05	12.05	12.05
811	23.86	3.57	64.60	11.97	11.68	11.68	11.68	11.68
812	23.76	4.11	59.42	11.86	12.28	12.28	12.28	12.28
813	23.21	5.13	62.09	12.05	11.93	11.93	11.93	11.93
814	25.53	3.55	62.75	11.81	11.98	11.98	11.98	11.98
821	23.25	3.26	61.57	12.00	12.22	12.22	12.22	12.22
822	25.07	4.68	60.96	11.61	11.98	11.98	11.98	11.98



# COMPARATIVE STATISTICS CF PERSONNEL INVOLVED IN TURNOVER

TIME	UIC	20632	SHIP NAME		LHA 2 SAIPAN		MEDIAN REPORT	MEDIAN AFQT	MEDIAN EDUCATION
			AGE	LOS	REPORT	DEPART			
801			21.96	2.83	0.88	2.83	55.00	62.00	12.00
802			22.00	3.08	0.92	3.08	53.00	56.00	12.00
803			22.13	2.67	1.71	2.67	57.00	56.00	12.00
804			22.21	3.17	1.50	3.17	56.00	58.00	12.00
811			22.83	4.25	1.33	4.25	60.00	58.00	12.00
812			23.25	4.08	1.75	4.08	53.00	58.00	12.00
813			23.92	4.00	1.38	4.00	54.00	58.00	12.00
814			23.46	3.79	1.50	3.79	56.00	58.00	12.00
821			23.75	4.25	1.08	4.25	52.50	62.00	12.00
822			22.75	3.38	1.08	3.38	54.00	55.50	12.00

TIME	UIC	20632	SHIP NAME		LHA 2 SAIPAN		MEAN REPORT	MEAN AFQT	MEAN EDUCATION
			AGE	LOS	REPORT	DEPART			
801			24.57	5.10	2.51	5.10	55.30	63.47	11.68
802			24.03	4.70	2.66	4.70	55.43	57.23	11.61
803			23.65	4.16	2.92	4.16	59.09	58.48	11.77
804			24.56	5.05	3.16	5.05	59.73	58.63	11.80
811			24.45	4.77	2.85	4.77	59.81	61.24	11.96
812			24.72	4.99	3.85	4.99	59.30	60.05	12.07
813			26.02	5.93	4.93	5.93	52.30	56.93	11.83
814			24.73	4.88	3.67	4.88	52.61	56.51	11.87
821			25.30	5.25	3.88	5.25	54.58	61.02	11.80
822			24.89	5.34	3.61	5.34	52.63	54.70	11.80





## COMPARATIVE STATISTICS CF PERSONNEL INVOLVED IN TURNOVER

UIC	20642	SHIP NAME		SSN 687		RICHARD RUSSELL			
TIME	MEDIAN AGE REPORT DEPART	MEDIAN LCS REPORT DEPART	MEDIAN AFQT REPORT DEPART	MEDIAN EDUCATION REPORT DEPART	MEDIAN AFQT REPORT DEPART	MEDIAN EDUCATION REPORT DEPART	MEDIAN AFQT REPORT DEPART	MEDIAN EDUCATION REPORT DEPART	
801	21.50	23.63	3.96	71.00	68.00	12.00	12.00	12.00	
802	20.50	22.67	5.33	69.00	73.00	12.00	12.00	12.00	
803	22.58	21.79	3.04	78.00	73.00	12.00	12.00	12.00	
804	21.17	23.00	4.75	71.00	75.00	12.00	12.00	12.00	
811	22.21	23.58	4.54	75.50	79.00	12.00	12.00	12.00	
812	22.42	25.00	5.17	81.50	73.00	12.00	12.00	12.00	
813	22.92	22.75	2.67	76.50	60.00	12.00	12.00	12.00	
814	21.50	25.42	6.33	65.00	75.00	12.00	12.00	12.00	
821	23.50	25.29	5.42	84.00	81.50	12.00	12.00	12.00	
822	22.83	24.21	4.63	80.50	69.00	12.00	12.00	12.00	

TIME	MEAN AGE REPORT DEPART	MEAN LOS REPORT DEPART	MEAN AFQT REPORT DEPART	MEAN EDUCATION REPORT DEPART
801	23.42	4.98	69.83	12.00
802	21.60	6.04	64.47	12.08
803	24.77	4.35	68.40	12.00
804	23.88	6.23	76.89	12.07
811	22.40	5.88	76.52	11.79
812	23.02	5.84	70.50	12.00
813	24.08	3.74	65.48	12.25
814	25.61	7.86	72.50	11.95
821	23.61	5.97	75.45	12.11
822	24.03	5.73	66.21	12.38



# COMPARATIVE STATISTICS OF PERSONNEL INVOLVED IN TURNOVER

UIC	52198	SHIP NAME DD 938 JONAS INGRAM									
TIME	MEDIAN AGE	MEDIAN LOS	MEDIAN AFQT	MEDIAN EDUCATION	REPORT	DEPART	REPORT	DEPART	REPORT	DEPART	
801	20.50	3.79	62.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00	
802	21.29	4.25	69.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00	
803	21.00	3.17	70.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00	
804	22.67	3.33	58.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00	
811	21.46	3.00	54.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00	
812	22.08	3.21	58.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00	
813	21.92	4.29	66.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00	
814	22.42	3.13	64.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00	
821	21.58	3.50	58.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00	
822	21.42	3.92	65.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00	

TIME	MEAN AGE	MEAN LOS	MEAN AFQT	MEAN EDUCATION	REPORT	DEPART	REPORT	DEPART	REPORT	DEPART
801	23.07	4.98	60.10	12.08	12.08	12.08	12.08	12.08	12.08	12.08
802	22.34	6.42	65.25	11.84	11.84	11.84	11.84	11.84	11.84	11.84
803	24.19	5.13	67.33	11.62	11.62	11.62	11.62	11.62	11.62	11.62
804	23.89	4.38	57.36	11.85	11.85	11.85	11.85	11.85	11.85	11.85
811	23.32	4.47	58.67	11.69	11.69	11.69	11.69	11.69	11.69	11.69
812	23.82	4.88	59.50	11.59	11.59	11.59	11.59	11.59	11.59	11.59
813	23.33	3.78	61.64	12.03	12.03	12.03	12.03	12.03	12.03	12.03
814	24.33	5.04	62.44	12.55	12.55	12.55	12.55	12.55	12.55	12.55
821	23.37	4.86	57.67	11.77	11.77	11.77	11.77	11.77	11.77	11.77
822	23.44	5.42	62.06	11.66	11.66	11.66	11.66	11.66	11.66	11.66



# COMPARATIVE STATISTICS CF PERSONNEL INVOLVED IN TURNOVER

UIC	52234	SHIP NAME		DDG 40	COONTZ	MEDIAN AFQT		MEDIAN	EDUCATION
TIME		REPORT	AGE	REPORT	LOS	REPORT	DEPART	REPORT	DEPART
801	20.92	22.29	1.79	3.29	58.50	50.50	12.00	12.00	12.00
802	20.88	22.58	1.17	3.83	63.00	67.00	12.00	12.00	12.00
803	20.96	22.00	1.54	3.00	56.50	65.50	12.00	12.00	12.00
804	21.00	23.38	1.67	3.71	56.00	65.00	12.00	12.00	12.00
811	22.00	22.67	0.83	3.75	54.00	59.00	12.00	12.00	12.00
812	22.08	23.42	2.00	3.88	58.00	59.00	12.00	12.00	12.00
813	22.08	24.13	1.67	3.88	69.00	61.00	12.00	12.00	12.00
814	22.33	23.04	1.33	3.63	58.50	60.00	12.00	12.00	12.00
821	21.17	23.83	1.17	3.67	63.00	64.00	12.00	12.00	12.00
822	22.75	22.58	2.75	3.75	49.00	58.00	12.00	12.00	12.00

TIME	REPORT	AGE	REPORT	LOS	MEAN	AFQT	MEAN	EDUCATION
		DEPART		DEPART	REPORT	DEPART	REPORT	DEPART
801	23.40	24.46	3.48	4.66	56.34	53.18	11.86	11.68
802	22.08	24.56	3.10	4.94	64.62	64.64	11.76	11.95
803	22.77	23.61	3.61	4.16	58.70	61.36	11.45	11.90
804	23.05	24.33	3.31	4.32	55.94	63.71	11.61	11.81
811	23.12	23.80	2.47	4.49	53.90	61.54	12.00	11.89
812	24.40	25.07	4.13	5.05	58.61	60.66	11.86	11.83
813	24.15	26.02	4.39	5.59	62.76	60.30	11.76	11.75
814	23.59	25.17	3.20	5.18	58.21	59.00	11.79	11.72
821	23.52	24.80	3.57	5.11	60.17	65.22	11.94	11.70
822	25.46	24.66	4.83	5.39	48.16	60.30	11.72	11.74



## COMPARATIVE STATISTICS OF PERSONNEL INVOLVED IN TURNOVER

UIC	52686	SHIP NAME DDG 46 PREBLE			
TIME		MEDIAN AGE	MEDIAN LOS	MEDIAN AFQT	MEDIAN EDUCATION
801	REPORT	DEPART	DEPART	DEPART	DEPART
802	22.00	22.25	3.17	64.00	12.00
803	21.63	22.17	3.17	57.50	12.00
804	23.13	22.50	3.17	64.00	12.00
811	21.25	23.33	4.08	56.00	12.00
812	22.50	23.58	3.50	57.00	12.00
813	20.38	22.17	3.00	55.00	12.00
814	22.92	23.13	3.50	70.00	12.00
821	21.50	23.75	4.25	56.00	12.00
822	21.17	23.33	3.75	62.00	12.00
	20.50	23.25	3.33	55.00	12.00
				67.00	

TIME	REPORT	MEAN AGE	MEAN LOS	MEAN AFQT	MEAN EDUCATION
801	23.39	23.28	4.09	60.11	12.11
802	23.63	24.76	5.17	60.30	11.91
803	24.72	24.81	4.87	57.37	11.64
804	23.15	25.77	6.27	56.81	11.68
811	24.83	24.36	4.78	57.81	11.97
812	21.74	24.17	4.59	55.56	11.66
813	22.94	23.60	4.27	55.24	11.76
814	22.12	24.55	5.02	62.40	12.12
821	22.84	24.10	5.22	60.16	11.87
822	23.52	25.22	5.42	67.34	12.00





# COMPARATIVE STATISTICS OF PERSONNEL INVOLVED IN TURNOVER

UIC	52699	SHIP NAME		CG 24 REEVES		MEDIAN		AFQT		MEDIAN		EDUCATION	
TIME		REPORT	AGE	REPORT	LOS	REPORT	DEPART	REPORT	DEPART	REPORT	DEPART	REPORT	DEPART
801		22.42	23.42	2.67	3.13	58.00	59.50	12.00	12.00	12.00	12.00	12.00	12.00
802		20.71	22.38	1.13	2.96	49.50	61.00	12.00	12.00	12.00	12.00	12.00	12.00
803		20.96	23.67	1.00	3.71	64.00	63.00	12.00	12.00	12.00	12.00	12.00	12.00
804		22.83	23.04	0.92	3.33	54.00	60.00	12.00	12.00	12.00	12.00	12.00	12.00
811		20.50	22.54	0.83	3.25	58.00	60.00	12.00	12.00	12.00	12.00	12.00	12.00
812		20.83	22.71	1.71	2.96	65.00	64.50	12.00	12.00	12.00	12.00	12.00	12.00
813		22.38	22.50	2.04	3.50	63.00	70.00	12.00	12.00	12.00	12.00	12.00	12.00
814		23.13	23.13	2.25	3.75	60.00	64.50	12.00	12.00	12.00	12.00	12.00	12.00
821		20.33	23.71	1.00	3.79	44.00	64.50	12.00	12.00	12.00	12.00	12.00	12.00
822		22.33	23.75	3.08	4.33	56.00	56.00	12.00	12.00	12.00	12.00	12.00	12.00

		MEAN		LUS		MEAN		AFQT		MEAN		EDUCATION	
TIME		REPORT	AGE	REPORT	DEPART	REPORT	LOS	REPORT	DEPART	REPORT	AFQT	REPORT	DEPART
801		24.41	25.30	4.75	5.65	56.96	5.35	63.00	63.00	11.72	63.00	11.72	11.76
802		22.23	23.69	2.71	4.35	52.21	4.64	61.71	61.38	11.75	60.00	11.75	11.69
803		22.79	25.51	2.64	5.64	64.71	5.27	60.06	60.06	11.88	60.06	11.88	11.73
804		25.28	24.91	5.63	5.27	58.32	5.09	61.80	61.80	11.89	61.80	11.89	11.92
811		22.03	23.60	3.41	4.09	53.07	4.92	67.97	67.97	12.02	67.97	12.02	11.32
812		22.87	23.76	3.69	3.92	56.19	4.25	64.02	64.02	11.94	64.02	11.94	11.89
813		24.40	24.01	4.47	4.98	62.29	4.98	63.32	63.32	11.97	63.32	11.97	11.82
814		23.33	24.65	3.75	5.41	48.63	5.41	63.50	63.50	11.71	63.50	11.71	11.93
821		22.41	24.96	3.25	5.97	55.82	5.97	57.88	57.88	12.03	57.88	12.03	11.87
822		23.07	25.49	3.78	5.97	55.82	5.97	57.88	57.88	12.03	57.88	12.03	11.92



## COMPARATIVE STATISTICS OF PERSONNEL INVOLVED IN TURNOVER

UIC	5270C	SHIP NAME	CGN 25 BAINBRIDGE	MEDIAN AGE REPORT DEPART	MEDIAN LOS REPORT DEPART	MEDIAN AFQT REPORT DEPART	MEDIAN EDUCATION REPORT DEPART
TIME							
801	22.75	24.00	3.17	70.00	71.00	12.00	12.00
802	22.21	23.21	2.51	66.00	67.50	12.00	12.00
803	21.50	23.25	2.17	72.50	69.00	12.00	12.00
804	22.25	23.52	2.83	71.00	65.00	12.00	12.00
811	21.83	23.58	2.17	62.00	65.00	12.00	12.00
812	21.92	23.00	2.83	73.00	69.00	12.00	12.00
813	21.92	23.83	1.92	67.00	65.00	12.00	12.00
814	22.67	23.67	2.50	65.50	67.50	12.00	12.00
821	22.25	23.17	2.50	59.00	65.00	12.00	12.00
822	21.83	23.92	2.00	62.00	67.00	12.00	12.00

TIME	MEAN AGE REPORT DEPART	MEAN LOS REPORT DEPART	MEAN AFQT REPORT DEPART	MEAN EDUCATION REPORT DEPART
801	24.11	5.08	68.78	11.89
802	23.96	4.35	63.82	12.09
803	23.51	3.48	67.43	11.98
804	23.76	4.18	71.35	11.84
811	22.90	2.53	62.16	12.03
812	24.03	4.35	69.22	12.12
813	22.69	3.23	67.22	12.11
814	24.93	4.81	62.11	12.09
821	23.68	4.25	58.45	11.90
822	23.50	3.48	60.50	11.91



# COMPARATIVE STATISTICS OF PERSONNEL INVOLVED IN TURNOVER

UIC	54057	SHIP NAME	FF	1062	WHIPPLE	MEDIAN AFQT REPORT DEPART	MEDIAN LOS REPORT DEPART	MEDIAN AGE REPORT DEPART	MEDIAN REPORT	MEDIAN REPORT	EDUCATION DEPART
TIME											
801					2.79	3.58	22.33	24.25	12.00	12.00	12.00
802					1.25	3.08	22.92	20.75	12.00	12.00	12.00
803					1.25	2.83	21.83	20.08	12.00	12.00	12.00
804					2.17	4.00	23.83	21.08	12.00	12.00	12.00
811					2.08	3.04	22.46	21.25	12.00	12.00	12.00
812					1.67	3.67	22.42	21.83	12.00	12.00	12.00
813					1.79	4.33	23.75	21.46	12.00	12.00	12.00
814					3.08	3.92	23.46	23.33	12.00	12.00	12.00
821					0.92	3.46	23.25	20.96	12.00	12.00	12.00
822					1.79	4.50	23.58	21.63	12.00	12.00	12.00

MEAN AFQT REPORT DEPART	MEAN LOS REPORT DEPART	MEAN AGE REPORT DEPART	MEAN REPORT	MEAN REPORT	MEAN REPORT	MEAN REPORT
64.82	5.39	24.27	25.48	11.75	11.64	11.64
61.72	4.71	24.63	22.72	11.73	11.89	11.89
60.47	3.89	23.46	21.71	11.76	11.86	11.86
55.69	5.33	25.79	24.39	11.91	11.91	11.91
56.27	4.62	24.33	23.65	12.07	11.67	11.67
61.27	4.61	23.71	23.98	12.74	12.00	12.00
68.65	5.32	25.26	24.30	12.09	12.05	12.05
66.26	5.13	25.17	24.94	11.88	11.88	11.88
59.88	5.57	25.06	22.46	11.75	11.75	11.75
57.85	6.26	26.20	23.48	11.84	11.74	11.74



## COMPARATIVE STATISTICS OF PERSONNEL INVOLVED IN TURNOVER

UIC	54064	SHIP NAME		FF 1069 BAGLEY		MEDIAN		AFQT		EDUCATION	
TIME		REPORT	DEPART	REPORT	DEPART	REPORT	DEPART	REPORT	DEPART	REPORT	DEPART
801	22.38	22.67	3.17	3.42	58.00	62.00	12.00	12.00	12.00	12.00	12.00
802	22.25	22.75	3.42	4.08	56.00	56.00	12.00	12.00	12.00	12.00	12.00
803	22.75	22.25	1.00	3.08	65.00	64.00	12.00	12.00	12.00	12.00	12.00
804	19.92	23.38	1.17	4.25	66.00	62.50	12.00	12.00	12.00	12.00	12.00
811	22.08	23.67	2.75	4.22	59.00	69.00	12.00	12.00	12.00	12.00	12.00
812	23.42	22.88	3.25	4.21	65.00	67.00	12.00	12.00	12.00	12.00	12.00
813	21.83	23.25	1.25	4.17	59.00	62.00	12.00	12.00	12.00	12.00	12.00
814	21.83	24.25	1.46	4.25	60.00	62.00	12.00	12.00	12.00	12.00	12.00
821	22.00	23.50	3.08	4.17	60.00	60.00	12.00	12.00	12.00	12.00	12.00
822	22.75	24.29	2.71	4.54	69.00	62.00	12.00	12.00	12.00	12.00	12.00

TIME	REPORT	DEPART	MEAN	LOS	REPORT	DEPART	MEAN	AFQT	REPORT	DEPART	MEAN	EDUCATION
801	24.52	24.65	5.59	5.02	59.45	58.23	59.45	58.23	11.70	11.81	11.81	11.81
802	25.91	24.06	5.67	4.59	56.78	58.49	56.78	58.49	11.91	11.80	11.80	11.80
803	24.38	24.18	3.13	4.45	66.67	61.12	66.67	61.12	11.93	11.82	11.82	11.82
804	21.27	24.54	1.81	4.93	62.00	58.82	62.00	58.82	11.54	11.93	11.93	11.93
811	24.69	25.28	3.66	5.74	62.27	63.95	62.27	63.95	11.77	11.74	11.74	11.74
812	23.71	24.41	3.97	4.92	68.67	64.00	68.67	64.00	11.67	11.75	11.75	11.75
813	23.78	24.18	3.61	4.30	54.93	62.12	54.93	62.12	12.10	11.95	11.95	11.95
814	23.74	25.76	3.08	5.66	58.15	59.87	58.15	59.87	11.73	11.78	11.78	11.78
821	23.48	24.58	4.17	5.03	60.13	59.82	60.13	59.82	11.81	11.86	11.86	11.86
822	24.09	26.32	3.30	6.14	62.44	63.08	62.44	63.08	11.78	11.68	11.68	11.68





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Director  
Manpower, Support and Readiness Program  
Center for Naval Analyses  
2000 N. Beauregard Steet  
Alexandria, Virginia 22311
11. LCDR Wayne R. Reeves 1  
107 Overcup Drive  
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12. Joe Silverman Code 11 1  
Navy Personnel Research and Developement Center  
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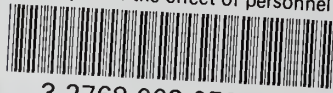
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